Go Beyond

2022 HP Sustainable Impact Report

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Cover image: HP's IDEA program aims to upskill and empower teachers through development workshops.

About HP*

Key facts

Enrique Lores
President and Chief Executive Officer, HP Inc.

Corporate HQ
in Palo Alto, California, United States

180+
countries in which HP operates

Ticker symbol HPQ
on the New York Stock Exchange

Chip Bergh
Chairman of the Board

Incorporated
in the State of Delaware, United States

58,000
employees globally[1]
(50,800 excluding Poly)

Fortune 100
company

Strategy: Building a stronger HP

Financial	Delivering long-term sustainable growth
Sustainable Impact	Become the most sustainable and just IT company; focus on Climate Action, Human Rights, and Digital Equity
Portfolio	Build a more growth-oriented portfolio, while we continue to lead decisively in our core businesses
Transform/digital	Become a more digital company to streamline operations and enable new customer value propositions
Talent & culture	A school for leaders built on Agility, Customer Centricity, and Ambition

Fiscal year 2022 highlights

US$63.0 billion
in net revenue

28,000+
patents[2]

US$4.5 billion
of net cash provided by operations

US$1.6 billion
R&D spend

US$5.3 billion
returned to stockholders in the form of share repurchases and dividends

See our full financial performance.

*As we are in the process of integrating Poly, the ESG metrics in this report do not include the impact of Poly, unless otherwise stated.

Go Beyond

Bill and Dave brought a thoughtful mindset to business. In order to solve the problem we need to truly understand it; that we need to address challenges and fix systems, not just symptoms. Most importantly, everything in that system is interconnected; that we don't stop at upgrading one component—we need to upgrade in tandem.

When it comes to solving the biggest challenges we face today, it is so easy to over-simplify. We reduce things down to a box to tick.

HP believes there has to be a better way. A smarter way. A more responsible way. A way that takes into account everything is interconnected. That reducing your harm is part of it, but we must think beyond it.

That in order to take on big, expansive issues, we need big, expansive solutions. Solutions that tackle things holistically.

That go beyond the paradigm.

Simply put—we must Go Beyond.

HP's founders Bill Hewlett and Dave Packard.

About this report

Welcome to the 2022 HP Sustainable Impact Report. Since 2001, HP has provided in-depth information on its social and environmental progress to stakeholders, including customers, industry analysts, investors, employees, and others.

Throughout this report, we have included links to stories about HP's innovations and impact. In addition to our Sustainable Impact Report, we share information on our programs and progress in our Sustainable Impact Report Executive Summary and on our Sustainable Impact website.

This report covers HP's Sustainable Impact policies, programs, goals, and progress. It includes HP's performance data through fiscal year 2022 (which ended October 31, 2022), unless stated otherwise.

Letter from our President and CEO

For more than 80 years, HP has prided itself on being a high-performance, purpose-driven company that, through the technology we create and the values we uphold, contributes to a better future.

I am immensely proud of the work our teams are doing to carry on these values. It's not always been easy, and we don't always get it right. No company does. But we are making steady progress, knowing that the long-term success of our business depends upon the wellbeing of the people and communities we serve.

This mindset was instilled in the culture of HP by our founders and today, it has never been more important. Because when you think about the sheer scale of the challenges we face—from the growing threats of climate change to persistent inequality—it's clear we have a lot more work ahead.

That's why, at HP, we don't treat Sustainable Impact as a separate initiative. It's deeply embedded into how we run the company—from the way we design, manufacture and distribute our products, to the services and solutions we create to meet changing customer needs, to the investments we make to help people reach their full potential.

We're constantly pushing ourselves to challenge the status quo and lead our industry forward. And we're holding ourselves accountable, which is why every member of our executive leadership team is responsible for achieving specific goals each year.

Make no mistake: this work isn't just good for the world, it's good for our business. In 2022, more than 60% of our revenue met the Corporate Knights standard for sustainable revenue. This reflects the continued trend of customers choosing products and services that help reduce environmental impact—a trend we expect will only accelerate.

As a company, this makes our Climate Action, Human Rights and Digital Equity initiatives all the more important. Two years ago, we announced one of the industry's most ambitious environmental and social impact agendas. Now, in our 22nd annual Sustainable Impact Report, I'm pleased to share how we are building on them.

Becoming More Sustainable & Just

HP is taking urgent and decisive action to achieve net-zero carbon emissions across our entire value chain, give back more to forests than we take, and innovate our products and services for a more circular economy. This starts with what we sell, and I'm proud that more than 95% of home and office printers, laptops, notebooks, displays, and workstations shipped to customers in 2022 included recycled materials.

Importantly, we're not just accounting for our own footprint. We are going beyond by reducing our Scope 3 emissions. We have helped our suppliers cut their own carbon emissions by 1.7 million tonnes, and more than 3,500 of our channel partners across 40 countries have made their own sustainability commitments through our HP Amplify Impact program.

As we work to protect our planet, we're also empowering people—both inside HP and across our communities. In the U.S., 46% of our new hires in 2022 self-identified as ethnic or racial minorities. Ultimately, we believe companies perform at their best when they attract diverse talent from all walks of life. And by helping people to reach their full potential while protecting human rights across our supply chain, we can help build stronger communities, societies, and economies.

This includes helping to close the digital divide. While the digital economy holds promise for so many people around the world, it also threatens to leave billions behind. That's why we're working to expand access to technology while creating training, curriculum and partnerships that empower underserved communities. Overall, we have now accelerated digital equity for 21 million people. That's up four-fold since 2021 as we work toward our goal of 150 million by 2030.

This report provides a deeper look at each of these efforts. You will see areas where we're doing well, and others where we need to improve. This is not about patting ourselves on the back—it's about being transparent and outlining the steps we are taking to continue our progress.

HP has never been a company that shies away from challenges. It's one that creates solutions beyond what we previously thought possible. And by harnessing that same spirit of innovation, we can keep changing the world for the better.

Saludos,

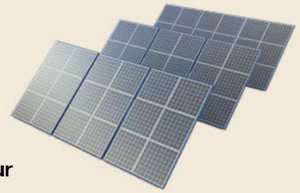
Enrique Lores
President and CEO

2022 highlights

Climate Action

1.1 million MWh

of renewable electricity attribute certificates purchased by HP and our suppliers during 2022, covering the majority of our highest-impact final assembly sites in China



43%

of HP production suppliers by spend participating in Science Based Targets initiative (23% validated by the SBTi and 20% evaluated by HP)

Nearly two million trees

planted with partners like the Arbor Day Foundation, WWF, and Conservation International. We more than doubled the area of forest under responsible management year over year, to a total of 33,460 hectares[3]

1 billion+

HP print cartridges have been returned to the HP Planet Partners recycling program as of December 31, 2022

Human Rights

Suppliers representing

95%

of HP's total production supplier spend have gone through social and environmental assessments

46,000

workers reached through capability-building programs

US$423 million

spent in the United States with small businesses, US$87 million with minority-owned businesses, and US$115 million with women-owned businesses[4]

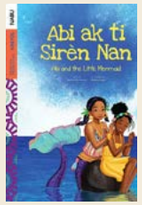
46.4%

of our U.S. hires were from racial/ethnic minorities, and overall, 67% of our U.S. hires were from underrepresented groups, including women, racial/ethnic minorities, people with disabilities, and military veterans

Digital Equity and philanthropy

7.4 million+

students and teachers equipped with technology solutions in India, Nigeria, and the United States through our partnership with Girl Rising



2.9 million+

children reached through 342 books produced in partnership with NABU at the HP Creative Lab at the Kigali Public Library in Rwanda

US$3.3 million

and 76,000 laptops donated to support refugees displaced because of Russia's invasion of Ukraine

258,000 hours

contributed by 15,600 employees in 60 countries during 2022, with a value of US$16.17 million, up about 90% compared to 2021[5]

Products and services innovation

In 2022, HP spent US$1.6 billion on ongoing product development to create the transformative and disruptive technologies of the future.

We apply rigorous design principles to improve the environmental performance of our products across their life cycles. Among our main design priorities, we work to increase the use of recycled and renewable materials; practice responsible chemistry; enhance product repairability, reusability, longevity, and recyclability; continually improve product energy efficiency; build in accessibility features; and create solutions to meet challenges in healthcare.

Personal systems

The newest HP Dragonfly and Elite 1000 Series PCs contain 90% recycled magnesium in the enclosure case,[6] 5% ocean-bound plastic in the speaker enclosure, and bio-circular feedstock such as used cooking oil to help lower CO_2 emissions.[7] All outer packaging is also 100% sustainably sourced,[8] and the products are EPEAT® Gold registered in 27 countries,[9] ENERGY STAR® certified, and TCO Certified.

During 2022, we shipped almost 70 million units of personal systems products in molded fiber or hybrid foam/fiber packaging, representing about 91% of units.

HP Carbon Neutral Computing Services[10] help drive a low-carbon future by enabling commercial businesses to offset the end-to-end carbon footprint of their PCs.[11, 12]

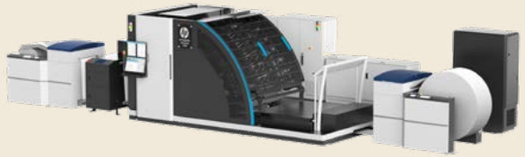
Home and office printing

HP Color LaserJet Managed MFP E877 Series printers are EPEAT Gold registered and ENERGY STAR certified, and consume 17% less energy than their predecessor. They are made using over 16% recycled plastic content, and use supplies that contain about 60% recycled plastic content.

HP EvoCycle toner cartridges, introduced in France, Germany, and the UK, are designed to help public sector and enterprise customers meet their sustainability needs[13] by incorporating reused and recycled components—45% by weight[14]—from Original HP toner cartridges.

Large format printing

HP's latest Z-series Pro printers are all EPEAT registered and ENERGY STAR certified, and are made of 20%–30% recycled content plastic.



Industrial print

HP's latest PageWide Web Press inkjet printing solution, HP PageWide A2200, uses High Efficiency Drying (HED) technology to reduce power usage, which is a significant contributor to the carbon footprint of a print job. HED maximizes moisture removal at high speed and uses heat efficiently by recirculating up to 80% of hot air. This process uses up to 60% less power per page compared to the HP T250 HD.[15]

3D printing

Podiatrists and orthotists using HP's 3D Arize Orthotic Solution can capture 3D renderings of a patient's foot, and fine-tune and prescribe personalized orthoses for their patients—all in less than five minutes.[16]

Specialty printing and technology solutions

HP released the HP D100 Single Cell Dispenser, capable of rapidly and precisely dispensing single cells. This helps research labs improve their understanding of changes at the level of an individual cell, generating more insights to support scientists to make better decisions.

Recognition

HP is recognized as one of the world's most sustainable companies.

CDP A LIST 2022 CLIMATE FORESTS WATER	Only tech company globally to receive a triple "A" rating across CDP's Climate, Forests, and Water lists and Supplier Engagement Leaderboard
PLATINUM Top 1% 2022 ecovadis Sustainability Rating	Rated among the top 1% of companies for social and environmental efforts for the 13th time in a row
3BL MEDIA 100 Best Corporate Citizens 2022	Ranked second among tech companies and fourth overall for transparency performance
CLEAN200 2023	Placed in the top 10 for clean revenue for the fifth consecutive year
AMERICA'S MOST RESPONSIBLE COMPANIES 2023 Newsweek statista	Ranked first in the United States for environmental, social, and governance performance for the fourth year in a row
Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA	Ranked first in our industry and listed on the World Index for the 11th year in a row
2023 Digital Inclusion Benchmark TOP 20 No. 9	Ranked ninth among 200 of the world's top businesses in the digital tech sector
BEST PLACES TO WORK 2022 for LGBTQ+ Equality 100% CORPORATE EQUALITY INDEX	Received a 100% score on the Corporate Equality Index for the 19th consecutive year
GLOBAL100 THE WORLD'S MOST SUSTAINABLE CORPORATIONS	Named one of the 100 Most Sustainable Corporations in the World for the eighth year in a row
AMERICA'S MOST JUST COMPANIES CNBC 2023	Named to JUST Capital's list for the fifth year in a row
ETHISPHERE WORLD'S MOST ETHICAL COMPANIES 2020 - 2023	Named to this list for the fourth year in a row
ENERGY STAR AWARD 2023 PARTNER OF THE YEAR Sustained Excellence	Recognized for product energy efficiency for the sixth year in a row
TERRA CARTA	Honored for commitment to and momentum toward creating sustainable markets
SEAL AWARDS	Named among the world's 50 most sustainable businesses in 2022
KNOWTHECHAIN	Recognized as an ICT leader for commitment to address forced labor in our supply chain
DIVERSITY JOURNAL 2022 DIVERSITY LEADER AWARD INTERNATIONAL	Recognized for efforts to advance diversity and inclusion for the sixth year in a row
DEI BEST PLACE TO WORK FOR DISABILITY INCLUSION 2022 100% DISABILITY EQUALITY INDEX	Scored 100% for the seventh year in a row
SmartWay EXCELLENCE AWARDEE 2021	Received SmartWay Excellence Award for the 10th time overall and eighth year in a row
2022 Corporate Human Rights Benchmark	Ranked among top five ICT companies on supply chain human rights
SUSTAINABLE FINANCE AWARDS 2021 GLOBAL FINANCE	Awarded Outstanding Leadership in Sustainable Finance

Sustainable Impact

HP's facility in Penang, Malaysia, equipped with a solar photovoltaic array.

Sustainable Impact

Strategy

Sustainable Impact is at the heart of HP's business strategy. We aim to be the world's most sustainable and just technology company, and in 2021 we announced our most comprehensive and ambitious Sustainable Impact agenda yet. It connects us to the most defining and urgent issues of our time, where we can have the greatest impact.

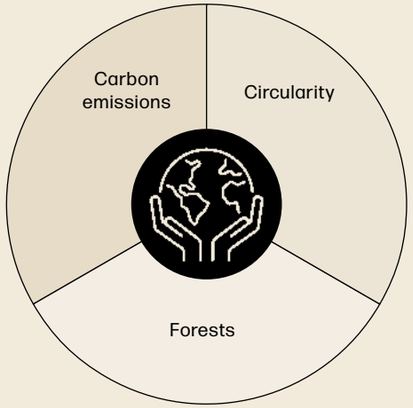
- **Climate Action**: Taking urgent and decisive action to achieve net zero carbon emissions across our entire value chain, give back more to forests than we take, and innovate our products and services for a more circular economy.
- **Human Rights**: Building a culture of equality and empowerment within HP and beyond, where diversity is sought out and celebrated, and where universal human rights are understood and respected.
- **Digital Equity**: Accelerating equitable access to education, healthcare, and economic opportunity for those who are traditionally excluded so they can participate and thrive in a digital economy.

Our strategy is rooted in science and informed by HP's ESG materiality assessment, the United Nations Sustainable Development Goals and other external frameworks, ongoing engagement with stakeholders, and alignment with our core businesses. It prioritizes efforts where HP's technology, talent, and platform can do the most good. Above all, our strategy supports a culture that integrates Sustainable Impact and purpose throughout our business and ecosystem.

We know we must stand for more than the products we sell, which is why Sustainable Impact is both a business imperative and a key differentiator for the company. HP's sustainable revenue in 2022 represented more than 60% of total revenue, reported in accordance with the Corporate Knights Sustainable Economy Taxonomy,[1] which defines sustainable revenue as revenue from products and services that help reduce environmental impacts.

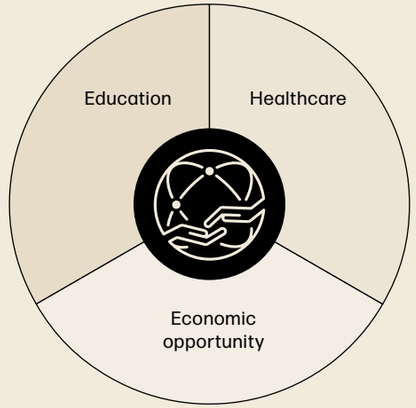
Businesses that can decouple growth from consumption and greenhouse gas (GHG) emissions, grow through an inclusive culture, and offer solutions to some of our greatest collective challenges will thrive in the long term. Through our focus on Sustainable Impact, we capitalize on what we do best while anticipating and preparing for the next wave of global challenges. We focus on doing the right thing, even when it is difficult, to deliver lasting value through the power of our technology.

Our key focus areas



Climate Action

Human Rights



Digital Equity

Governance

We integrate Sustainable Impact at all levels of our company.

Our executive leadership team, led by our CEO, retains overall responsibility for Sustainable Impact as part of our business strategy. All members of the executive leadership team oversee Sustainable Impact targets relevant to their organizations, and are evaluated annually against related objectives, including climate action, human rights (which includes diversity, equity, and inclusion (DEI) as well as other topics), and digital equity. Performance against these and other business objectives is tied to total compensation.

The HP Board of Directors' Nominating, Governance and Social Responsibility Committee (NGSRC) oversees, periodically reviews, and, as appropriate, makes recommendations to the board concerning sustainability and social impact, including HP's significant strategies, policies, positions, and goals relating to global citizenship, sustainability, climate change, human rights, and digital equity, as well as the impact of HP's operations on employees, customers, suppliers, partners and communities worldwide, supply chain, environment, and sustainability performance, and HP's annual Sustainable Impact Report.

The NGSRC convenes at least four times each year, with additional meetings as appropriate, and receives regular updates on our Sustainable Impact strategy, results, and key risks and opportunities. The NGSRC provides guidance on, and in some cases approval of, strategic priorities and investments. As disclosed in our 2023 Proxy Statement, the majority of our board have experience in environmental and social responsibility–related issues, which we believe strengthens the board's oversight of HP's policies and programs relating to these issues and reinforces HP's commitment to sustainability and social responsibility.

The performances of our chief sustainability officer and our chief diversity officer are evaluated in part based on the management of Sustainable Impact and the achievement of related targets and metrics, both public and internal, and these evaluations impact their compensation. Other HP executives also have a component of total compensation (salary and bonus) based on responsibility for, and effective implementation of, corporate initiatives to address climate action, human rights, and digital equity. In 2022, every HP employee was encouraged to set an individual sustainable impact goal as part of their annual goal-setting process.

The Sustainable Impact Steering Committee, composed of representatives from across our organizations, provides additional oversight and helps manage progress against our goals.

HP Sustainable Impact governance

HP Board of Directors
Nominating, Governance and Social Responsibility Committee (NGSRC)

Executive Leadership Team Sponsors
Chief Supply Chain Officer | Chief Corporate Affairs & Communications Officer | Chief People Officer

Sustainable Impact Leadership
Chief Sustainability Officer | Chief Diversity Officer | Global Head of Finance – Sustainability

Sustainable Impact Program Management Office

Climate Action			Human Rights			Digital Equity			HP Foundation
Carbon emissions	Forests	Circularity	Empowered workers	Culture of inclusion and belonging	Social justice, racial and gender equity	Education	Healthcare	Economic opportunity	

Sustainable Impact Steering Committee
Composed of vice presidents from business units and functions across HP, who represent the Sustainable Impact work in their organizations to meet the company's sustainability vision and goals.

Personal Systems	Imaging, Printing & Solutions	Workforce Solutions	Supply Chain	Commercial Organization	Corporate Affairs	Marketing	Legal	Finance	People	Digital & Transformation	Strategy & Incubation

Stakeholder engagement

We gain valuable insight through regular engagement with a range of stakeholders, including employees, investors, suppliers, customers, peer companies, public policymakers, industry bodies, nongovernmental organizations (NGOs), sector experts, and others. These interactions build our collective intelligence, help us prioritize critical issues, and provide insights into emerging opportunities and risks.

Individual functions across the company drive our approach, engaging in ways that are most relevant to their objectives and operations. These include partnerships, sponsorships, collaboration on industry initiatives, customer and supplier education, supplier capability-building programs, supplier audits and assessments, conference participation, employee surveys, mentoring, and more. Appropriate stakeholders are identified based on factors such as expertise, willingness to collaborate, reputation, location, sphere of influence, and ability to scale and accelerate progress.

Examples of stakeholder engagement in 2022:

Climate Action

- We engage in initiatives focused on increasing support for clean energy and combating climate change, including RE100, EV100, CDP Supply Chain, WWF's Climate Business Network, Business Ambition for 1.5°C, and Ceres. See Carbon footprint, Supply chain, HP operations, and Product use.
- We are working with partner organizations and suppliers to gain the most value from materials and to keep them in use, contributing to a circular economy. For example, we engage through the HP Sustainable Forests Collaborative to protect, restore, and improve responsible management of forests, and work with WWF's Forests Forward, the Forest Stewardship Council®, and our suppliers to ensure the fiber we use is responsibly sourced. See Forests.

Human Rights

- We engage in multi-stakeholder collaborations, including the Responsible Business Alliance, Leadership Group for Responsible Recruitment, and Global Business Initiative on Human Rights, to drive progress and elevate human rights best practices. See Human rights due diligence and Supply chain workers.

Digital Equity and philanthropy

- We collaborate with Aspen Digital, a program of the Aspen Institute, to run the Digital Equity Accelerator, which supports nonprofit organizations around the world that are advancing digital equity in underserved communities. We also collaborate with Girl Rising to advance education for women and girls, MIT Solve to address equity challenges through social entrepreneurship, and NABU to advance literacy in communities around the world. Our work with the YMCA helps young people develop the skills they need to create economic opportunity. See Education.

Many other examples of HP's stakeholder engagement are included throughout this report.

HP Amplify Impact™

Aligned with our Sustainable Impact strategy, our Amplify Impact program aims to accelerate change across the technology industry by educating and empowering HP channel partners to create lasting positive change and maximize sustainable business opportunities. In 2022, we expanded HP Amplify Impact to over 40 countries as we drive toward our objective of enrolling at least 50% of partners in our channel program (HP Amplify) by 2025.

Through 2022, more than 3,500 HP partners, representing over 80% of channel partner revenue associated with HP, enrolled and gained access to the Amplify Impact Initiatives Hub. This digital platform offers customized sustainability assessments, best-in-class programs and tools, industry-leading programs and consultants at exclusive rates, sustainability sales training, and customized progress tracking.

Over 2,800 partners completed sustainability self-assessments and received personalized reports. By the end of 2022, Amplify Impact partners had completed more than 74,000 sustainability training courses and submitted more than 6,800 sustainability-related sales deals.

HP was recognized by Canalys in 2021 as having the most comprehensive channel sustainability program in the technology industry. Partners have stated that the program has played an important role in enhancing their sustainability strategies and commitments.

The Global Good Community Project Platform, launched in November 2022, connects partners with a curated series of projects offering volunteer and donation opportunities through NGOs around the world. In addition, HP's Find a Reseller platform spotlights HP Amplify Impact partners to help purpose-driven businesses look for resellers aligned to their values.

In March 2023, we announced the winners of the inaugural 2022 Amplify Impact Awards, celebrating partner Sustainable Impact achievements across six categories: Amplify Impact Global Leader, Sustainability Business, Business Excellence, Climate Action, Diversity, Equity & Inclusion (DE&I) Strategy, and HP LIFE. Learn more.

ESG materiality

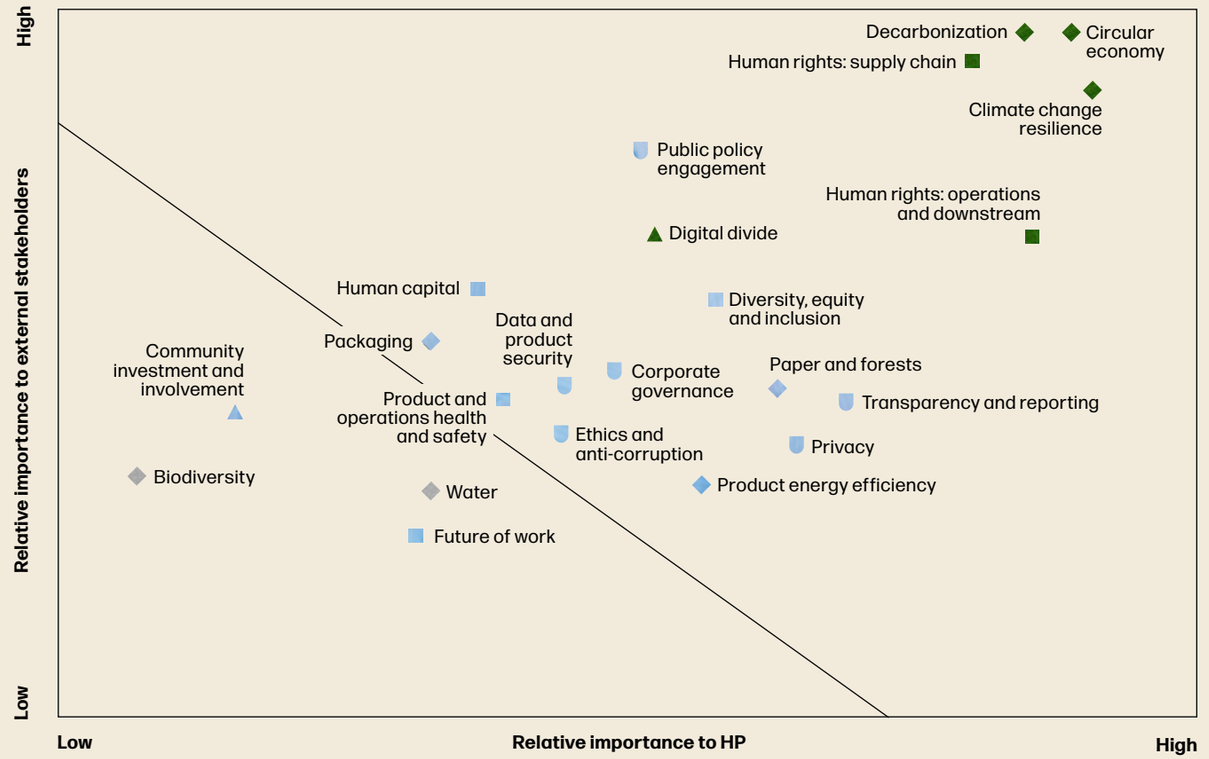
We periodically conduct environmental, social, and governance (ESG) materiality assessments to review relevant ESG topics and reconfirm our long-standing areas of focus. These assessments clarify and shape our Sustainable Impact strategy, investments, and disclosures. This enables us to focus on the areas where we can have the greatest impact, determine gaps in our approach, and identify trends and leadership opportunities for our business. ESG materiality assessment informs our goals-setting process, and we have set aggressive goals related to several of our most ESG-material topics to manage performance and drive long-term progress.

In 2021, we engaged the sustainability consultancy Environmental Resources Management (ERM) to conduct an ESG materiality assessment.[2] We collected input from a broad range of stakeholders—including HP employees and executives, customers, suppliers, investors, NGOs, and peer companies—to reflect a diverse range of views. Our 2021 ESG materiality matrix (see right) summarizes the outcome of this process.

In addition to determining HP's ESG material topics, key themes emerged, including the need for aggressive near-term action to decarbonize, advance the circular economy, and address human rights risks and opportunities across the value chain.

Our 2021 ESG materiality matrix maps topics by relative importance to HP's business success and to external stakeholders, while also summarizing the company's impact in each area. Our ESG material topics list includes definitions, corresponding GRI Standards Topics, and boundaries for each topic.

HP 2021 ESG materiality matrix*



* Topics above the diagonal ESG materiality threshold are considered ESG material for the purpose of this report. Items below the threshold are not covered in as much detail, but remain important to HP.

For more information on our 2021 materiality assessment process, methodology, and findings, see our 2021 Sustainable Impact Report. We plan to refresh HP's materiality assessment during 2023 and include results in our 2023 Sustainable Impact Report.

Throughout this report, we use the definition of "materiality" from the GRI Standards, which is different from the term as it has been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as used in the context of our financial statements and financial reporting, or our reports filed with the U.S. Securities and Exchange Commission (SEC). Topics identified as ESG material for the purpose of this report should not be construed as being material for SEC or other financial reporting purposes.

Climate Action

HP employee tending a hydroponic farm at one of our facilities in Singapore.

Climate Action

Our mission

Taking urgent and decisive action to achieve net zero carbon emissions across our entire value chain, give back more to forests than we take, and innovate our products and services for a more circular economy.

HP has a long-standing history of climate action. Our ambitious goals are designed to combat climate change by focusing on GHG emissions, circularity, and forests. We use science-based targets to drive progress across our value chain, consistent with emission levels required to limit global warming to 1.5°C. Our goal is to reach net zero GHG emissions across our value chain by 2040.

Through HP's five climate action strategic drivers—print and compute as a service, sustainable materials, supply chain decarbonization, energy efficiency, and forest investments—we aim to reduce GHG emissions and resource consumption, drive innovation, and transform our design and business models.

By shifting toward circular design, we are working to increase value for customers while reducing environmental impacts. We invest in reusable, recyclable, and sustainably harvested materials and develop innovative ways to repurpose waste materials. In 2022, we used 32,200 tonnes of postconsumer recycled content plastic in HP products—equivalent to 15% of overall plastic use.

To catalyze decarbonization within our supply chain, we help suppliers to set and meet their own goals, including science-based targets. Participants in our programs avoided 231,000 tonnes of carbon dioxide equivalent (CO_2e) emissions[1] and saved 40 million kWh (US$5.0 million) in 2022.

To help reduce deforestation, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays[2] are made from recycled or certified sources. We are going beyond our own sourcing and taking action to protect, manage, and restore forests by addressing every page printed on HP printers. Through the HP Sustainable Forests Collaborative, we are now working to counteract deforestation for the fiber of non-HP paper used in HP printing products and services.

HP has achieved triple "A" scores from CDP for transparency and action on climate, forests, and water security for four consecutive years, and has also been recognized as a CDP Supplier Engagement Leader. See Recognition. To drive change within and beyond our industry, we join with other leaders in emissions-reduction efforts and goal setting, including through the Clean Energy Buyers Association, RE100, EV100, Ceres, CDP Supply Chain, and WWF Climate Business Network.

Sustainable Impact goals

Goal	Progress in 2022	SDGs
Carbon emissions		
Reduce HP value chain GHG emissions by 50% by 2030 (compared to 2019), and achieve net zero emissions by 2040[3]	HP's carbon footprint of 26,899,500 tonnes of CO_2e was 18% less than in 2019. Learn more.	13
Reduce Scope 1 and Scope 2 GHG emissions from global operations by 65% by 2025, compared to 2015[4]	HP's global operations produced 151,500 tonnes of Scope 1 and Scope 2 CO_2e emissions, 61% less than our 2015 baseline. Learn more.	13
Use 100% renewable electricity in our operations by 2025	HP's global operations procured and generated 270,585 MWh of renewable electricity and attributes, equivalent to 55% of our global electricity consumption. Learn more.	7, 13
Circularity		
Reach 75% circularity for products and packaging, by 2030[5]	Reached 40% circularity, by weight.[6] Learn more.	12
Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016	Recycled 879,100 tonnes. Learn more.	12
Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025[7]	In 2022, we used 32,200 tonnes of postconsumer recycled content plastic in HP products—equivalent to 15% achieved. Learn more.	12, 14
Eliminate 75% of single-use plastic packaging by 2025, compared to 2018[8]	55% reduction, from an average of 221 grams/unit in 2018 to 99 grams/unit in 2022. Learn more.	12, 14
Reach zero waste in HP operations by 2025[9]	In 2022, we achieved an 87.7% landfill diversion rate globally. Learn more.	12
Forests		
Counteract deforestation for non-HP paper used in our products and print services by 2030[10] Continue to source only sustainable fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays[11]	During the year, we addressed 32% of our total fiber footprint for paper used in our products and print services.[12, 13] Learn more.	13, 15
Water		
Reduce potable water withdrawal in global operations by 35% by 2025, compared to 2015, focusing on high-risk sites	HP withdrew 1,946,000 cubic meters of potable water across global operations in 2022, 39% less than in 2015, while continuing to make progress on risk reduction. Learn more.	6, 12

Working to counteract deforestation

Once the second largest forest in the world, the Atlantic Forest in Brazil is richly biodiverse, home to many species found nowhere else. However, unsustainable agriculture, development, and logging has left the area just 12% of its original size, threatening the forest's ability to provide clean air, climate regulation, soil protection, pollination, food, medicine, and drinking water for millions of people.

As part of our goal to counteract deforestation for non-HP paper used in our products and print services by 2030, HP partnered with WWF to protect, responsibly manage, and restore key forest landscapes around the world, totaling nearly one million acres—five times the size of New York City. In Brazil's Atlantic Forest, we are working with conservation organizations, such as REGUA, to replant native trees and plants, restore biodiversity corridors, and create economic opportunities such as ecotourism.

Over the past two decades, REGUA has supported the protection of over 27,000 acres (11,000 hectares) of forest, planted 650,000 native trees, restored lost wetlands, and successfully reintroduced native animal species such as the lowland tapir, which has been absent from Rio de Janeiro state for over 100 years.

Mauricio Noqueira joined REGUA in 2002 and now oversees the production of about 80,000 trees a year. A leader and teacher, Mauricio is proud to cultivate the next generation of the REGUA team, who call him "father of the planted forests." HP's investment enabled the organization to expand its staff and add another restoration team, which includes Mariana Muniz. Born and raised in Guapiaçu, where REGUA is located, Mariana was inspired to work in forest restoration when she visited REGUA during a school field trip. Today, she works in the nursery and advocates passionately for the forest in her community.

REGUA is just one of 11 local forest conservation organizations in the Atlantic Forest region that we are supporting through our partnership with WWF. In total, as of December 2022, the partnership has created 160 jobs and restored over 400 hectares of the Atlantic Forest in Brazil, planting more than 390,000 seedlings of 220 species of native plants and trees. See Forests and our video to learn more.

"One day, I'll be able to say: See that area over there? As seedlings, those trees passed through my hands."

Mariana Muniz,
Nursery staff, REGUA

REGUA employee planting trees in the Atlantic Forest, Brazil.

Carbon

The manufacturing, delivery, and use of HP products and solutions require a substantial amount of energy and natural resources. Our carbon footprint covers our entire global value chain, from our suppliers[14] to our operations and our millions of customers worldwide. We were the first global IT company to publish a full carbon footprint, and we continue to measure and manage our environmental footprint across the value chain, continually pursuing areas for improvement.

Transforming HP to help drive a more efficient, circular, and net zero carbon economy is central to our Sustainable Impact strategy.

HP Color LaserJet Managed MFP E877 Series printers are EPEAT® Gold registered and ENERGY STAR® certified, and consume 17% less energy than their predecessor.

Carbon footprint

HP's carbon footprint in 2022 equaled 26,899,500 tonnes of CO_2e, 18% less than in 2019. This included a 7% reduction in absolute GHG emissions related to product manufacturing and a 31% decrease associated with product energy use.

While GHG emissions from HP operations only represent 1% of our footprint, we work to demonstrate leadership in emissions management, reduction, and disclosure. Our global operations produced 151,500 tonnes of Scope 1 and Scope 2 CO_2e emissions during 2022, a 5% decrease compared to 2021.

2030 and 2040 goals

Reduce HP value chain GHG emissions by 50% by 2030 (compared to 2019), and achieve net zero emissions by 2040[15]

Progress in 2022
HP's carbon footprint of 26,899,500 tonnes of CO_2e was 18% less than in 2019.

In 2022, the Science Based Targets initiative (SBTi) validated HP's two near-term GHG emissions-reduction targets, confirming HP's commitment to climate action that limits global warming to 1.5°C. Learn more.

See additional HP GHG emissions-reduction goals.

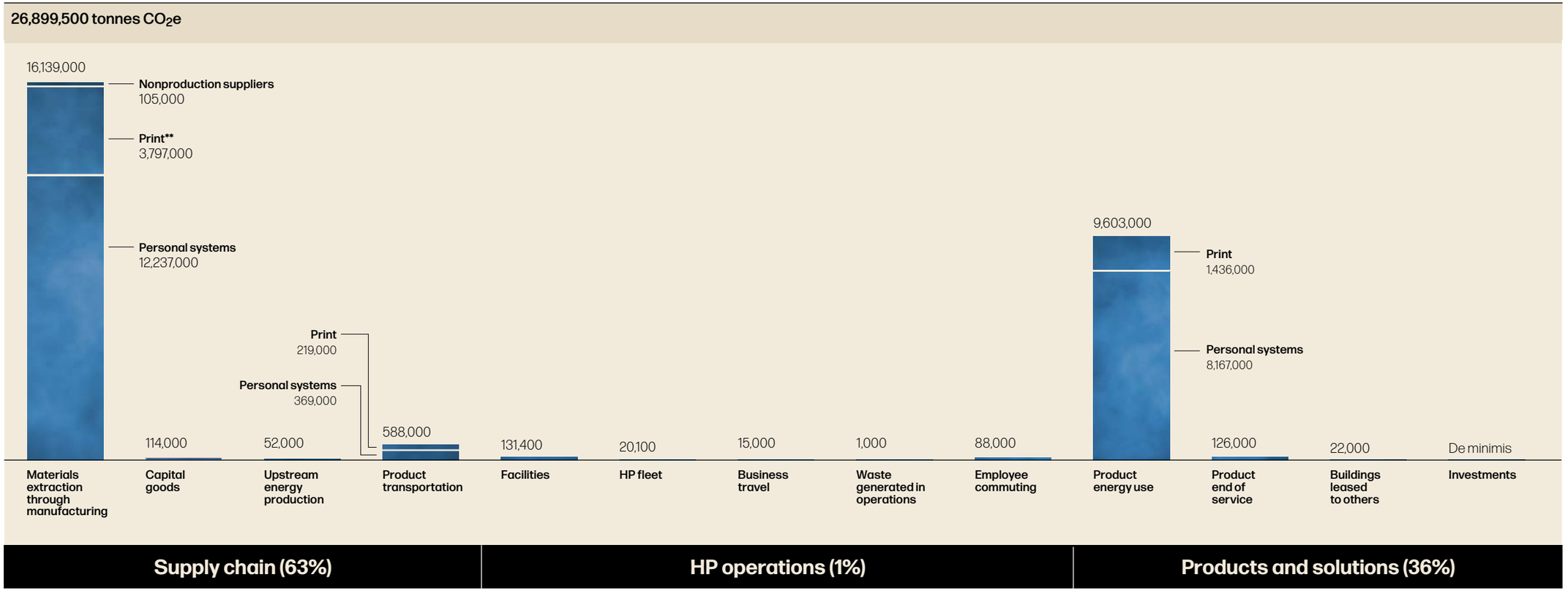
Methodological updates

This report reflects several methodological updates to improve the accuracy of our carbon footprint calculations and to align with our 2030 GHG emissions-reduction goal. These include:

- Use of an internal tool that uses product shipment and country-level product use-related data to improve the accuracy of life cycle assessment (LCA) calculations related to product transportation and product use for personal systems and supplies (this replaces the use of less precise default scenarios in the LCA tool)
- Updated LCA-based calculations for 2022 personal systems-related production supplier GHG emissions to account for purchases of renewable energy

Based on these updates to our methodology, we have recalculated GHG emissions data for our 2019 baseline, 2020, and 2021, for comparability. These methodological updates impact Scope 3 categories 1, 4, 9, 11, and 12.

HP carbon footprint, 2022*



* Supply chain includes Scope 3 upstream emissions. Product transportation includes upstream (to suppliers) and downstream (to customers). HP operations includes Scope 1, 2, and 3 emissions. Products and solutions includes Scope 3 downstream emissions.

** Includes HP-brand printer and copier paper sold, which represented 0.4% of our carbon footprint.

See also:

- Description of our methodology in the HP Carbon accounting manual.
- Full list of our GHG emissions-reduction goals and progress.
- Full carbon footprint data for 2020–2022 (including by Scope 1, 2, and 3).
- GHG emissions-reduction initiatives across our business: Supply chain, HP operations, and Product use.
- Task Force on Climate-related Financial Disclosures index (includes links to detailed disclosures throughout this report, the HP 2023 Proxy Statement, and our CDP submissions).
- HP's 2022 CDP Climate Change response.

HP's path to net zero emissions by 2040*

How we plan to get there

We use GHG emissions-reduction strategies across our value chain to achieve our science-based targets and limit global warming to below 1.5°C.

Supply chain

Our suppliers are crucial partners in this effort. We engage closely with them to raise standards and help align their action with our ambition, including through:

- Supplier Sustainable Impact Scorecards to drive performance
- Supporting suppliers' climate action through setting their own science-based targets
- GHG emissions-reduction projects, use of renewable energy certificates, and encouragement of renewable energy use

HP operations

At HP sites around the world, we are taking action to reduce our GHG emissions through company-wide initiatives and site improvements, including by:

- Reducing energy consumption through optimization and efficiency projects
- Increasing offsite renewable energy partnerships and on-site renewable electricity generation

Products and solutions

By shifting toward circular product design, increasing resource efficiency, and introducing new service models, we are reducing the environmental impact of our products, including through:

- Improved product energy efficiency
- Increased recycled material content
- Print and compute as a service to keep products in use longer
- Products designed to be reused, repaired, and responsibly disposed at end of life

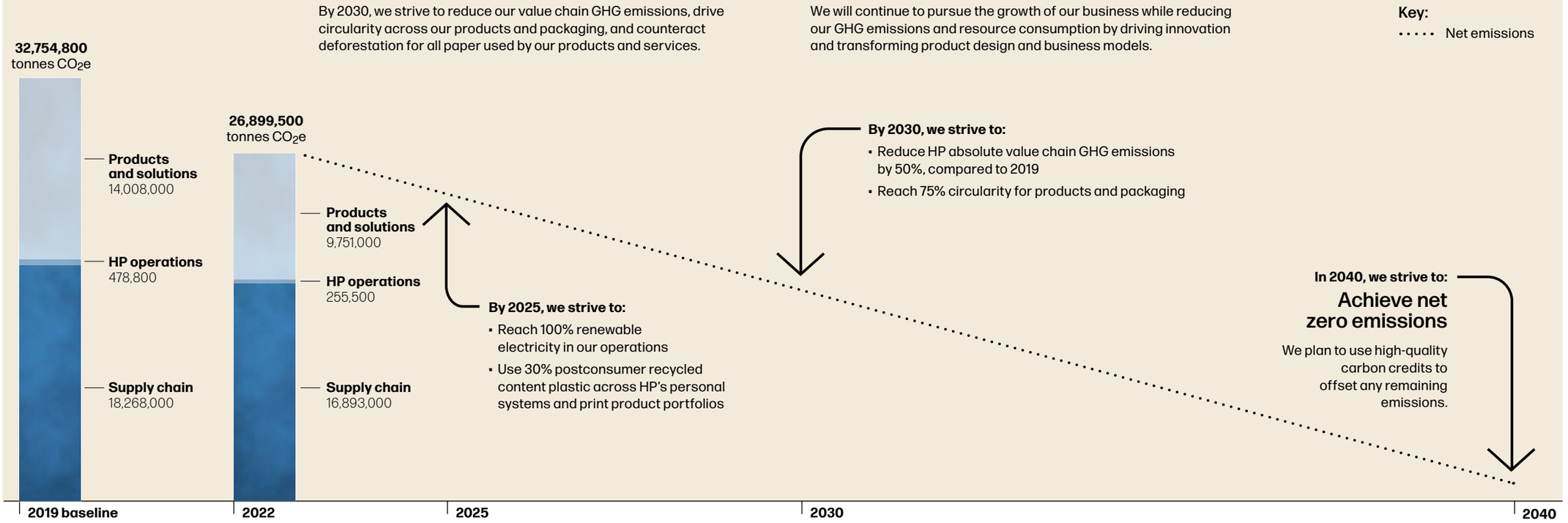
Our recent performance

Continuing our efforts

By 2030, we strive to reduce our value chain GHG emissions, drive circularity across our products and packaging, and counteract deforestation for all paper used by our products and services.

Scaling up

We will continue to pursue the growth of our business while reducing our GHG emissions and resource consumption by driving innovation and transforming product design and business models.



* Supply chain includes Scope 3 upstream emissions. HP operations includes Scope 1, 2, and 3 emissions. Products and solutions includes Scope 3 downstream emissions. See HP carbon footprint for detail.

Supply chain

In 2008, HP was the first major IT company to publish aggregated supply chain GHG emissions data. We continue working to drive progress in this area, including through our goals. Our SBTi-validated goals, developed in collaboration with WWF experts, include ambitious reductions in supply chain GHG emissions and demonstrate our rigorous goal-setting process. To drive ongoing improvement, we focus our suppliers' attention on improving energy management and efficiency, using renewable energy, and setting their own science-based targets.

See Environmental management to learn more about how we collaborate with suppliers to manage environmental impacts in our supply chain.

2025 goal

Reduce first-tier production supplier and product transportation–related GHG emissions intensity by 10% by 2025, compared to 2015[16]

Progress through 2021
GHG emissions intensity decreased 8% through 2021, compared to 2015.

2025 goal

Help suppliers cut 2 million tonnes of CO_2e emissions between 2010 and 2025[17]

Progress through 2022
Suppliers avoided 1.70 million tonnes of CO_2e emissions.[18]

Supplier GHG emissions performance
tonnes CO_2e

	2019	2020	2021	2022
Production supplier Scope 1 and Scope 2 emissions	3,000,000	2,700,000	2,400,000	Δ
Product transportation	1,250,000	1,510,000	1,620,000	1,284,000
Nonproduction supplier Scope 1 and Scope 2 emissions	190,000	140,000	105,000	Δ

Δ This data is based on supplier reporting to CDP and other platforms. As a result, this data is not available for the most recent reporting year at the time of publication.

Production suppliers

Approach

Through our Sustainable Impact Scorecard, we set requirements for our production suppliers, including related to energy use and GHG emissions performance and disclosure. In 2022, we continued engaging with these suppliers to drive positive change, for example by providing training outlining our environmental expectations.

We continue to deepen engagement with suppliers representing GHG emissions "hot spots" in our supply chain—such as LCD panels, printed circuit board assemblies, and memory and storage—identified through LCAs and directly collected data. In 2022, this included procurement-driven workshops with 31 suppliers, representing about 75% of HP's production spend. Focus areas included setting science-based targets and increasing renewable energy use.

To ensure our suppliers' climate action ambitions align with our own, since 2018, through our Sustainable Impact Scorecard, we have required them to set science-based GHG emissions-reduction targets. In 2022, we worked closely with suppliers of high-GHG impact commodities and with the final assembly suppliers who make our personal systems, print hardware, and printing supplies, to support them to engage with SBTi and set validated targets (see Performance on right).

We have worked with suppliers since 2018 to encourage renewable energy sourcing and reporting. In 2022, 1.1 million MWh of renewable electricity attribute certificates were purchased by HP and our suppliers, covering the majority of our highest-impact final assembly sites in China. Beyond advances in our own supply chain, during 2022 we also worked with other organizations to accelerate cross-sector improvements.

- We joined the 2022 CDP Science-Based Targets Campaign (as we had in 2021) and co-signed a letter to a large number of companies—including many in our supply chain—urging them to set SBTi-validated GHG emissions-reduction goals. The 2021 campaign resulted in 213 companies joining SBTi, 38 companies having near-term targets approved, and 96 companies making net zero commitments. Through this initiative, HP influences high-impact companies beyond our first tier, including sub-tier suppliers in industries such as chemicals and metals.
- To support local demand for renewable energy in countries where some of our suppliers are based, we worked with the U.S. Department of State through the Clean Energy Demand Initiative to produce letters of intent to those countries, which were presented at the COP26 conference in 2021. In 2022 we continued to support this engagement.
- Since 2021, HP has been closely engaged in the development of robust new standards for the EPEAT® eco label, which will apply to our printing and personal systems products. The EPEAT climate criteria were recently published, with additional criteria still in development. These standards will include supply chain environmental criteria, which will influence the IT industry to address supply chain GHG emissions, water use, and waste.

Our Energy Efficiency Program in China and Southeast Asia, implemented in collaboration with NGOs such as BSR, Natural Resources Defense Council (NRDC), the World Resources Institute (WRI), and WWF, helps suppliers to build capabilities, identify ways to improve energy efficiency, and explore the use of renewable energy.

Since 2010, we estimate that participants in this and other programs have avoided 1.70 million tonnes of CO_2e emissions[19] and saved a cumulative 963 million kWh (US$124 million) of electricity, including 231,000 tonnes of CO_2e emissions and 40 million kWh (US$5.0 million) in 2022.

More broadly, through CDP, our production suppliers reported savings of 19 million tonnes of CO_2e and US$552 million from reduction initiatives implemented in 2021.[20] This demonstrates the scale of ongoing GHG emissions-reduction activities throughout our production supply chain, regardless of whether driven by HP's engagement.

Performance

In 2021, the most recent year for which data is available, the suppliers that make HP products generated 2.4 million tonnes of Scope 1 and Scope 2 CO_2e emissions attributable to HP, 11% less than in 2020.

This decrease reflects the impact of supplier energy-conservation measures and GHG emissions-reduction projects, increased renewable energy use and investment in power purchase agreements (PPAs).

Overall, 92% of our production suppliers (by spend) reported having GHG emissions reduction-related goals in 2021, and 43% reported science-based targets (23% validated by the SBTi and 20% evaluated by HP). Thirty-two percent have committed through SBTi to setting a science-based target in the near future. By the end of 2022, 14 final assembly suppliers for personal systems, printers, and print supplies, as well as 11 high-impact commodity suppliers, had set or committed to set SBTi targets.

We also encourage suppliers to use renewable energy. Eighty-four percent reported doing so in 2021, by spend, with 63% reporting renewable energy use goals.

See detailed performance data.

Seventh consecutive year

that HP was named by CDP as a Supplier Engagement Leader for our actions and strategies to reduce emissions and manage climate risks in our supply chain.

Product transportation

Approach

To improve efficiency, cut costs, and reduce environmental impacts, we work to optimize our logistics network by consolidating shipments, identifying new routes, and shipping directly to customers or local distribution centers.

HP is engaged in several programs to reduce GHG emissions across our global logistics network. We continue to use sustainable logistics fuels for some shipments from Asia to the United States and Europe, and we expanded the program to some routes to Latin America beginning in 2022. As availability of technology continues to evolve, we plan to increase the use of electric vehicles (EVs), building on the programs that we launched in Slovakia and Singapore in 2022. We are also exploring opportunities to implement sustainable aviation fuel for airfreight shipments.

We require product transportation suppliers to use the Global Logistics Emissions Council Framework to provide standardized calculations and data that account for variation in different locations. To drive progress across the industry and beyond, we are working with the Clean Cargo Working Group, the Smart Freight Centre, the Sustainable Freight Buyers Alliance, the International Council on Clean Transportation, and the U.S. Environmental Protection Agency's (EPA) SmartWay program.

HP continues to use the U.S. EPA's SmartWay partners as a first choice for HP products shipped by truck in the United States and Canada.[21] The program aims to improve road transportation efficiency and reduce GHG and other emissions. In 2022, HP was recognized with the SmartWay High Performer award in the Shippers category, following on from our eight consecutive years earning the SmartWay Excellence Award. During 2022, we also joined the Sustainable Freight Buyers Alliance Founders Circle, working to decarbonize freight and create demand for low and zero emissions across all modes of transportation.

Reducing packaging size and weight also has the potential to decrease GHG emissions associated with product transportation. See Packaging innovation.

Performance

Product transportation resulted in 1,284,000 tonnes of CO_2e emissions in 2022, down 21% from the prior year. This was due primarily to reduced product shipments and improved data from product transportation suppliers.

See detailed performance data.

Nonproduction suppliers

Approach

We purchase a broad range of goods and services related to our operations, such as staffing, business consulting, marketing, and travel. We prioritize collaboration with nonproduction suppliers based on geographical risk and industry, and provide training to help improve reporting and reduce GHG emissions.

Performance

In 2021, the most recent year for which data is available, our nonproduction suppliers reported 105,000 tonnes of Scope 1 and Scope 2 CO_2e emissions attributable to HP. See detail in Carbon footprint. During that year, 67% of HP nonproduction strategic suppliers produced environmental reports.

HP operations[22]

At our 159 sites in 56 countries around the world, we are taking action to reduce our GHG emissions, energy consumption, water withdrawal, and waste generation.

Most of our GHG emissions from operations are related to the energy used to power our facilities. To save money, drive progress toward our goals, and reduce our climate impacts, our strategy is to:

- Aggressively reduce energy consumption through optimization and efficiency projects
- Increase on-site generation of renewable power
- Procure off-site renewable power, including renewable energy credits (RECs), utility supplier green power options, and PPAs

Our global operations produced 151,500 tonnes of Scope 1 and Scope 2 CO_2e emissions during 2022, a 5% decrease compared to 2021. A key factor in our emission reductions in 2022 was our increased purchases of renewable electricity and attributes.

GHG emissions intensity equaled 2.4 tonnes of CO_2e per million U.S. dollars of net revenue in 2022, a 4% reduction from 2021. HP operations consumed essentially the same amount of energy (0.1% less) in 2022 as in 2021. See detail.

See our full carbon footprint for 2020–2022, the HP Carbon accounting manual, and HP's 2022 CDP Climate Change response.

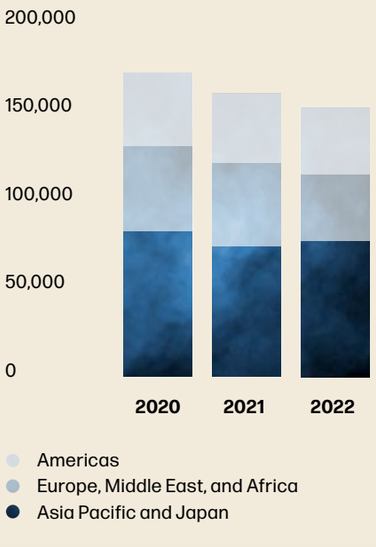
See Environmental management to learn more about how we manage environmental impacts from our operations.

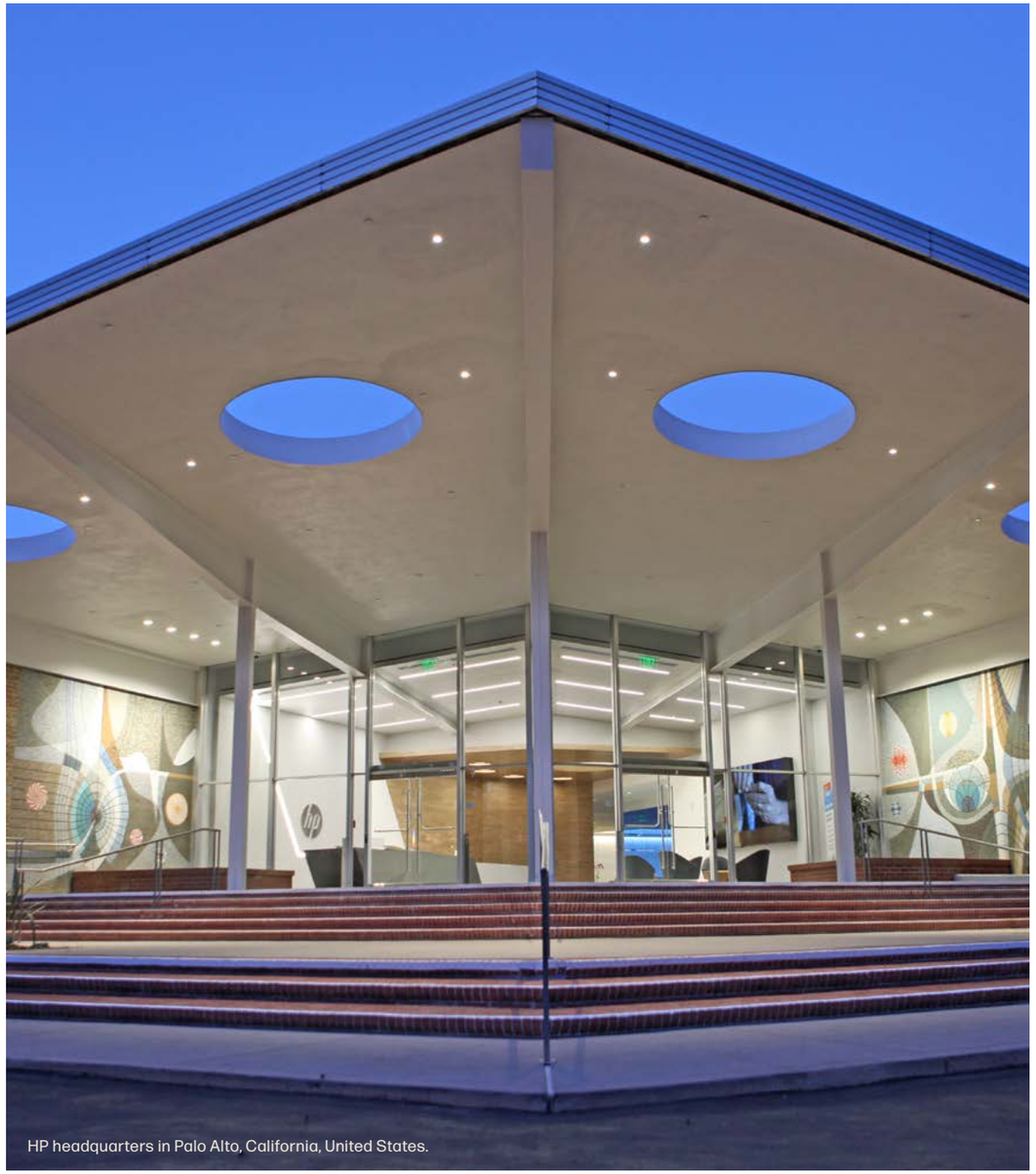
2025 goal

Reduce Scope 1 and Scope 2 GHG emissions from global operations by 65% by 2025, compared to 2015[23]

Progress in 2022
HP's global operations produced 151,500 tonnes of Scope 1 and Scope 2 CO_2e emissions, 61% less than our 2015 baseline.

Scope 1 and Scope 2 GHG emissions from operations
tonnes CO_2e




HP headquarters in Palo Alto, California, United States.

Energy efficiency

Energy use is a significant operating expense for HP and the main driver of our climate impact from operations.

In 2022, our operations consumed 696,349 MWh of energy, essentially flat (down 0.1%) from 2021. This was despite partial site reoccupancy, the addition of several new sites to our portfolio during the year (including a large facility in South Korea), and the inclusion of aviation jet fuel in our energy footprint for the first time. Excluding the new sites and aviation jet fuel, we would have achieved a 3.0% reduction in energy consumption compared to 2021.

Energy intensity in 2022 increased by 1% in 2022 compared with 2021.

In 2022, we implemented 77 low- or no-cost operational changes and 15 capital-funded energy-conservation projects that are projected to reduce future annual energy consumption by 9,416 MWh. Examples of the capital-funded projects include:

- San Diego, California, United States: Upgraded the ventilation systems for 10 laboratories at our site, including the conversion of 24 fume hoods from 24/7 constant exhaust to variable exhaust. We also installed devices to close the front windows of fume hoods automatically when not in use. This initiative is projected to save 522 MWh of electricity annually and 2,736 MWh of natural gas, with a 2.7-year payback period.
- Boise, Idaho, United States: Completed a retro-commissioning project, projected to save 2,637 MWh of electricity annually, with a 1.2-year payback period.

Learn more about how we are reducing GHG emissions across our value chain in Supply chain and Product use.

Energy use from operations
MWh

	2020	2021	2022
Stationary combustion (natural gas and diesel)	119,387	126,484	119,333
Electricity*	482,119	492,712	492,647
Transportation fleet**	Δ	74,826	81,554
District cooling and heating (purchased)	3,395	3,036	2,815
Energy intensity (MWh/US$ million of net revenue)***	10.7	11.0	11.1

* Includes purchased electricity and electricity generated on-site.
** Includes gasoline and diesel. In 2022, this data also includes aviation jet fuel.
*** Historical energy-intensity values were calculated using HP's annual revenue as characterized in financial reporting and direct and indirect energy use.
Δ Data is not available.

2025 goal

Use 100% renewable electricity in our operations by 2025

Progress in 2022
HP's global operations procured and generated 270,585 MWh of renewable electricity and attributes, equivalent to 55% of our global electricity consumption.

Renewable energy

By 2025, we aim to use 100% renewable electricity to power our global operations. In 2022, we procured and generated 270,585 MWh of renewable electricity globally (15% wind, 75% solar, 1% hydro, and 10% other).[24] Renewables accounted for 55% of our global electricity consumption, up from 54% in 2021. Sources of renewable electricity in 2022 included RECs, guarantees of origin (GOs), and international RECs (I-RECs) (85%); direct purchases (14%); and renewable energy generated on-site and on-site PPAs (1%).[25] Through these purchases, we maintained our objective to use 100% renewable electricity in the United States.

Building on previous renewable energy initiatives, such as the solar-covered roof at our Palo Alto, California, United States, headquarters (a feed-in tariff project), HP constructed three on-site renewable energy projects in 2022, adding solar panels to rooftops and parking areas that contributed to a reduction in GHG emissions. The largest project, located in Penang, Malaysia, is expected to generate 2,720 MWh annually, equivalent to approximately 6% of the Penang site's electricity usage. Completed in January 2023, our on-site solar PPA in Barcelona, Spain, will provide an estimated 12% of the electricity consumed at that location. We also completed a small on-site solar PPA at our Singapore site during the year.

HP has sites in many energy markets where direct procurement of renewable energy is either not allowed or is not financially feasible. In these cases, HP is investigating virtual PPAs (VPPAs) to support our renewable energy goals and to help add new renewable energy to decarbonize power grids around the world. These markets include Canada, Israel, Malaysia, Singapore, and the United States.

#17

on the Green Power Partnership Top 30 Tech & Telecom list (as of October 2022)

Auto fleet, business travel, and commuting

Our goal is to reduce GHG emissions from HP-owned or leased auto fleet vehicles by 25% by 2025, compared to 2015. During 2022, our company auto fleet accounted for 17,670 tonnes of CO_2e emissions, down 4% compared to 2021 and 23% less than in 2015. By 2030, our goal is to achieve a 100% EV company fleet. We started our first EV fleet pilots in the Netherlands in October 2020 and have since introduced EV choices in seven countries. By the end of 2022, 4% of our fleet was EV and 35% was hybrid vehicles, including full hybrid and plug-in hybrid vehicles.

We have committed to installing EV infrastructure at all feasible sites worldwide by 2030. In 2022, we offered EV infrastructure at 54% of 78 target sites, and installed many new charging stations during the year, including a standalone, solar-powered EV-charging site at our R&D facility in Costa Rica. Wherever feasible, we require new building constructions and leases to include EV infrastructure.

To decrease emissions associated with business travel, we provide employees with low-impact travel choices through collaboration with travel providers, planning tools, and transportation alternatives. In 2022, we expanded these efforts by becoming the first North American corporation to partner with Lufthansa airline's Compensaid program, offsetting employee flights through the purchase of sustainable aviation fuel (SAF). Of our total business air travel footprint of 15,300 tonnes of CO_2e in 2022, we mitigated 480 tonnes through SAF purchases. This partnership highlights HP's commitment to collaborations that signal support of sustainable innovation in the corporate travel industry.

See data related to business travel and employee commuting.

Product use

Energy consumed by our products during use is among the largest contributors to our carbon and water footprints. To help our customers decrease energy consumption and GHG emissions, we design for energy efficiency and offer convenient, service-based solutions that are designed to deliver increased value to customers through reduced environmental impact and capital costs. We use multiple metrics to assess progress and drive improvement.

GHG emissions associated with product energy use equaled 9,603,000 tonnes of CO_2e in 2022—36% of our overall carbon footprint. This equaled a decrease of 31% in absolute GHG emissions compared to 2019.

In 2023, HP was recognized by ENERGY STAR for ongoing commitment to product energy efficiency for the sixth year in a row (fourth for Sustained Excellence)

Personal systems

Since 2019 and through 2022, the energy consumption of our personal systems products has dropped by 16%, on average. This includes average estimated reductions in energy consumption of 29% in notebooks, 48% in workstations, and 13% in displays.[26] Ongoing design improvements, including more efficient CPUs, panels, and power supplies, have contributed to continued reductions in the typical energy consumption of our notebooks and workstations.

See personal systems eco labels information, including ENERGY STAR®.

Reduction in energy consumption of HP personal systems products*
% decrease since 2019

	2020	2021	2022
Desktops	-17%	-22%	-16%
Notebooks	24%	27%	29%
Workstations	15%	40%	48%
Displays	6%	18%	13%
Overall	14%	18%	16%

* The average energy consumption of HP products was estimated annually between 2019 and 2022 using high-volume products for all product lines including notebook, desktop, all-in-one, workstation, and thin client computers, as well as displays. Averages are calculated using the most heavily loaded ENERGY STAR configuration as a representative for individual platforms, weighted by products sold. Desktops, Notebooks, Workstations, and Displays data is averaged performance data for multiple product lines weighted by units sold. Data in the "Overall" row for all years stated is weighted by units sold. Positive numbers represent a decrease.

Home and office printing

Original HP toner cartridges with HP EcoSmart black toner deliver more energy-efficient printing of premium-quality pages.[27] When HP EcoSmart black toner became available in 2019, this new toner formulation contributed to customers using an average of 20% less energy when printing compared to predecessor printing systems not using HP EcoSmart black toner. In 2020, HP transitioned additional HP JetIntelligence platforms to the HP EcoSmart black toner formulation, enabling even more customers to experience the improved energy efficiency of this advancement in low-melt toner technology. Learn more.

HP Color LaserJet Managed MFP E877 Series printers are EPEAT® Gold registered and ENERGY STAR certified, and consume 17% less energy than their predecessor. They are made using over 16% recycled plastic content, and use supplies that contain about 60% recycled plastic content.

In addition, HP+ products help businesses advance their climate initiatives through certified carbon-neutral printing for the product use phase.[28]

See printer eco label information, including ENERGY STAR.

The advanced technology in the HP PageWide A2200 Web Press helps to reduce power usage.

Industrial print

HP's latest PageWide Web Press inkjet printing solution, HP PageWide A2200, uses High Efficiency Drying (HED) technology to reduce power usage, which is a significant contributor to the carbon footprint of a printed job. HED maximizes moisture removal at high speed and uses heat efficiently by recirculating up to 80% of hot air. This process uses up to 60% less power per page compared to the earlier HP T250 HD model.[29] Lower power usage per page should lead to a reduction in customer-purchased electricity, and therefore a reduction in GHG emissions.[30]

The analog-to-digital shift

HP 3D printing and industrial print technologies are driving an analog-to-digital shift by enabling cost-efficient short runs that reduce inventory and waste. This empowers companies to engage with customers in new and exciting ways, including through customized and quicker-to-market products. In 2022, we introduced the HP Commercial Metal Jet S100 Solution, taking 3D-printed metals to mass production by delivering high-quality parts at scale across multiple industries.

Throughout our portfolio, we offer solutions that apply digital technology to improve traditionally analog processes. For example, in the podiatry industry, clinics are able to replace highly variable, manual processes to create custom orthoses with accurate, repeatable, and consistent digital workflows and 3D printing. See Healthcare.

We engage with the book publishing industry to support efforts to eliminate waste and reduce environmental impact. For example:

- In 2021, HP joined the International Green Book Supply Chain Alliance, and in 2022, we collaborated with the UK's Independent Publishers Guild (IPG) to sponsor and present the Sustainability Award.
- During 2022, we hosted two roundtables: an industry event for publishing production managers and other stakeholders, and a dialogue with members of Carnstone's Book Chain Project in New York, New York, United States, about ways to create more sustainable supply chains.
- We are participating in several research projects to measure the carbon impact of book miles (the distance a book travels from printing to sales point) as well as a Book Industry Communication panel in the UK researching sustainability-related certifications.

HP virtual reality (VR) technology can be used by customers across product design, architecture, engineering, training, healthcare, and location-based entertainment to enhance activities such as product development, employee training, walk-through simulation, and immersive experiences. For example, HP VR is an innovative way to learn and practice complex, life-saving skills in high demand for first responders. By measuring real-time physiological insights and cognitive load, HP VR can measure first responders' understanding of learning new skills and improve education outcomes while saving time. Learn more.

Life cycle assessment

HP uses LCAs and product carbon footprinting (PCF)[31] to quantify the environmental impacts of our products, analyze possible alternatives, and target product performance improvements that deliver value to our customers and our business. We have conducted LCAs and PCFs of hundreds of products over the last several years, spanning our product portfolio. As we develop and expand our service-based models (which we refer to as circular business solutions), we will continue to study and quantify the potential they have to reduce environmental impacts and drive progress toward a more circular and net zero carbon economy.

HP's environmental impact calculations are made in accordance with International Organization for Standardization (ISO) 14040 and ISO 14044. All impact estimates involve some level of reasonable assumptions and uncertainty, resulting largely from industry-wide data limitations and data quality. To mitigate this uncertainty, we developed HP-specific tools that use a combination of HP process and product data, as well as high-quality LCA data. We strive to provide the most accurate environmental impact data, but some level of uncertainty will remain, and results should be considered accordingly.

83 LCAs

of DesignJet printers, scanners, enterprise printers, and cartridges conducted or updated in 2022

In 2022, we:

- Conducted or updated 83 LCAs of DesignJet printers, scanners, enterprise printers, and cartridges.
- Completed 183 PCFs of new business HP desktops, notebooks, tablets, workstations, thin clients, all-in-one computers, and displays to better understand performance and inform ongoing design improvements.
- Certified our process to generate personal systems PCFs in accordance with ISO 14040 and ISO 14044, following third-party review.
- Developed a new LCA tool for cartridge products that calculates environmental impacts throughout the product life cycle using complete cartridge materials data. This replaces our prior approach, which focused on the product use phase.
- Completed an ISO 14067–compliant, peer-reviewed LCA that demonstrated the potential to decrease GHG emissions associated with molded fiber packaging tooling, by switching from metal parts produced using milled aluminum to lighter parts produced with HP 3D printing, using castor oil–based PA11. The LCA compared two conventional tooling sets made f-rom machined metal with two HP Advanced Transfer Tooling sets produced with HP Multi Jet Fusion 3D printing technology, and demonstrated a possible reduction in carbon footprint of 60%–78%.

Product certifications and other information

Product certifications help drive performance across the industry by providing comprehensive information that enables customers to make more sustainable product choices. Since 2020, HP continues to have more EPEAT® Gold and Silver personal systems products globally than any other PC vendor, and 100% of Spectre, Envy, Pavilion, Elite, Dragonfly and Z systems have EPEAT Gold registration in the United States.

We share extensive product safety and environmental information online, and contribute to the development of new standards.

Large format printing

The newest water-based HP Latex Ink qualifies for a range of certifications for health and environmental performance. For example, HP Latex Ink was the first to be certified by UL ECOLOGO[32] and GREENGUARD Gold. HP DesignJet Z inks[33] have also achieved GREENGUARD Gold certification[34] for meeting some of the world's most rigorous standards for low chemical emissions in indoor air for the finished print. In addition, our water-based HP PageWide pigmented inks have attained UL ECOLOGO Certification and the Nordic Swan Ecolabel.

All but one of the printers in our Large Format Design portfolio and all low-volume Latex printers are EPEAT registered,[35] and all are ENERGY STAR® certified.[36]

Eco labels across our personal systems and printers portfolio
% models, for products shipped in 2022*

Eco label	Personal systems	Printers
EPEAT identifies high-performance, environmentally preferable products		
EPEAT (all)	88%	80%
EPEAT Gold registered	74%	20%
EPEAT Silver registered	15%	54%
EPEAT Bronze registered	0%	6%
ENERGY STAR recognizes products with superior energy efficiency	89%	90%
TCO recognizes various ergonomic and environmental features related to personal systems	41%	N/A
Blue Angel recognizes criteria in product design, energy consumption, chemical emissions, noise, recyclable design, and take-back programs	N/A	48%

* EPEAT data for personal systems is for models registered worldwide, and for printers is for models registered in the United States. EPEAT personal systems segments do not add up to total due to rounding. ENERGY STAR data for personal systems (version 8.0) is worldwide, and for printers (version 3.0) is for products sold in the United States. TCO data is for commercial desktops, notebooks, all-in-ones, and displays shipped worldwide. For consumer printers, Blue Angel certification scope includes Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Luxembourg, Netherlands, Norway, Sweden, Switzerland, and the UK. For commercial printing systems, certification scope additionally includes Bulgaria, Croatia, the Czech Republic, Estonia, Greece, Hungary, Israel, Italy, Latvia, Lithuania, Morocco, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, South Africa, Spain, and Türkiye. All data is for models shipped any time during 2022.

10 HP displays

were recognized as Most Efficient by ENERGY STAR in 2022.[37] In all, HP has more than 790 ENERGY STAR certified personal systems and printing products—more than any other manufacturer.[38]

See also:

- Eco labels
- Eco Declarations: In 2022, HP provided Eco Declarations for all major product groups in Print, Supplies, and Personal Systems
- HP product carbon footprint reports
- Product compliance declarations and certifications
- Safety data sheets

Expansion of UL ECOLOGO® Certification for HP inks

HP was the first printing manufacturer to have UL ECOLOGO Certified ink for its large format printers. HP is now also the first in the industry to offer UL ECOLOGO Certification for its home and office printing products. Original HP ink cartridges that are UL ECOLOGO Certified meet stringent standards in health and environment, manufacturing and operations, materials, energy, and more.[39] As of November 2022, we offered 224 HP home and office ink cartridges with this certification.

Water

Many parts of the world grapple with the availability and quality of water, and HP recognizes the importance of protecting this essential resource.

Our water footprint covers our entire global value chain, from suppliers[40] to our operations and millions of customers worldwide. We were one of the first global IT companies to disclose a complete water footprint. We calculate, disclose, and work to reduce usage across our business.

Water footprint

In 2022, our water footprint equaled 156,227,000 cubic meters, 4% less than in 2021. This resulted primarily from a decrease in indirect water consumption related to the generation of electricity used by HP products.

Although water withdrawal in operations only represents 1% of our footprint, we have direct control over those activities. We work to minimize water withdrawal within our facilities and demonstrate strong practice for others in the industry and beyond.

See also:

- Description of our methodology in the HP Water accounting manual.
- Full water footprint data for 2020–2022.
- HP CDP Water Security response.

Supply chain

Approach

Many of our suppliers operate in regions where water stress is a growing threat. We work with production suppliers to improve water management in their operations, including by:

- Maintaining our Supplier Code of Conduct, which contains provisions on water management, pollution prevention and resource use reduction, and environmental permits and reporting.
- Identifying supplier sites in water-stressed areas using water risk assessment tools such as the WRI's Aqueduct Water Risk Atlas tool, and identifying sites that manufacture relatively water-intense products and commodity types.
- Asking suppliers to report water risk, use, and management information through the CDP Supply Chain program.
- Working with suppliers to use best practice frameworks to improve their reporting practices and, when appropriate, to enhance water management.
- Using our Supplier Sustainable Impact Scorecard, which includes water stewardship criteria. This tool scores suppliers for transparently reporting water withdrawal and for having a public, company-wide policy or governance structure for water at the board of director or top executive level.

See Environmental management to learn more about how we collaborate with suppliers to manage environmental impacts in our supply chain.

Performance

In 2021, the most recent year for which data is available, production suppliers withdrew 30,000,000 cubic meters of water associated with HP, 17% less than in 2020. Decreased water intensity from some of our larger suppliers contributed to this reduction. By the end of 2021, 94% of our suppliers, by spend, had set water management goals.

See detailed performance data.

See HP's 2022 water footprint.

17%

reduction in water withdrawn by production suppliers compared to 2020.

HP operations

Water withdrawal associated with our operations makes up 1% of our total water footprint. This is roughly evenly split between direct withdrawal as described in this section (mainly for use in buildings, cooling, landscaping, and production of high-purity water for manufacturing) and indirect withdrawal associated with generation of the electricity we use in our facilities.

In 2022, we withdrew 2,227,000 cubic meters of water overall, 13% less than in 2021. The majority of this decrease was due to water-reduction projects at two sites (see next page), as well as decreases in production. The annual intensity factor adjustment, which applies to sites where water data is extrapolated, decreased our estimated water withdrawal by 67,000 cubic meters during the year (equivalent to 3% of the total). Water withdrawal intensity per million U.S. dollars of net revenue decreased by 12% between 2021 and 2022.

See Environmental management to learn more about how we manage environmental impacts from our operations.

2025 goal — Achieved

Reduce potable water withdrawal in global operations by 35% by 2025, compared to 2015, focusing on high-risk sites

Progress in 2022
HP withdrew 1,946,000 cubic meters of potable water across global operations in 2022, 39% less than in 2015, while continuing to make progress on risk reduction. We are now developing a new quantitative goal, while maintaining our focus on high-risk sites.

To decrease water use at our facilities, we employ sustainable landscaping, infrastructure upgrades, leak monitoring and detection, and greywater reuse. At some locations, we reduce our dependency on potable water by utilizing alternative sources, including rainwater and reclaimed water.

We use the WRI's Aqueduct Water Risk Atlas tool to assess the risk of sites and prioritize reductions in water-stressed locations. Using this tool, we assessed 159 HP facilities as part of our risk modeling for 2022. Sixty-four of the facilities assessed (40% of the total) fall within the high or extremely high categories for baseline water stress.[41] We withdrew 238,000 cubic meters of water from these locations, representing 10.7% of our overall water withdrawal. At the 24 of those sites where we directly track data (representing 76.7% of withdrawal volume from high- and extremely high-risk areas), water withdrawal decreased by 23,000 cubic meters, an 11.3% reduction compared to 2021. At the other 40 sites (where water withdrawal data is extrapolated), the annual adjustment to the intensity factor resulted in a decrease of 29,000 cubic meters in our estimated withdrawals year over year.

HP recycled or reused 279,000 cubic meters of water[42] globally during 2022 for landscaping and indoor plumbing fixtures, and as process water. This was equivalent to 12.5% of total water withdrawal. The company also captured and used 2,000 cubic meters of rainwater for cooling towers during the year.

Water withdrawal*
Cubic meters

	2020	2021	2022
Americas	1,126,000	1,132,000	944,000
Europe, Middle East, and Africa	252,000	163,000	118,000
Asia Pacific and Japan	1,219,000	1,262,000	1,164,000
Water withdrawal intensity (cubic meters/US$ million of net revenue)	45.9	40.3	35.4

* Historical withdrawal-intensity values were calculated using HP's annual revenue as characterized in financial reporting and water withdrawal.

Water withdrawal by source
percentage of total*

	2021	2022
Municipal water	87.3%	87.3%
Wastewater from another organization**	12.1%	12.5%
Other***	0.5%	0.1%

* Data for each year does not add up to 100% due to rounding.
** NEWater: ultra-purified wastewater used in manufacturing operations in Singapore.
*** This category includes groundwater (well water) and surface water (rainwater).

Water-saving projects completed during 2022 included:

- **Singapore:** By using recycled water in cooling towers, we reduce demand on municipal treated water and saved about 12,500 cubic meters in 2022, roughly 4% of overall water use at the site.
- **Corvallis, Oregon, United States**: Irrigating site landscaping with rainwater obtained from dewatering wells, rather than potable municipal water, saves more than 62,000 cubic meters on an annual basis,[43] and efficiency improvements in our reverse osmosis system save another 99,000 cubic meters of water annually. Together, these savings are equivalent to roughly 15% of the site's overall water usage from the prior year.

See detailed water data for 2020–2022, the HP Water accounting manual, and our CDP Water Security submission.

Wastewater

Wastewater from HP operations does not present a significant risk to the environment in the locations in which we operate, due to the wastewater infrastructure and regulations in these locations. Where required, discharge quality is verified by an independent third party to ensure that environmental, health, and safety (EHS) performance is consistent with our commitment to the HP EHS Standards for Air and Water within the HP Environmental, Health and Safety Policy, and that we meet or exceed all applicable legal requirements, local codes, and regulations.

Our imaging and printing product manufacturing facilities generate process effluents that are pre-treated, strictly monitored, and discharged under government-issued permits to municipal sewers or third-party treatment plants. These permits require dischargers to use the best available treatment technologies to eliminate harmful discharge, dependent on the types of pollutants present in the wastewater. HP does not discharge directly to waterways.

We implement procedures to prevent unauthorized discharges of chemicals to our facility wastewater systems and ensure that our sites do not discharge untreated wastewater directly to surface water or to groundwater.

Waste water reclamation in HP's Singapore facility.

Waste

Responsible waste management is a key part of reducing our environmental impacts. We work to minimize waste in our operations, following a global policy of "reduce, reuse, and recycle," and we collaborate to support strong practices throughout our supplier base. Through innovative design and circular principles, as well as extensive product take-back programs, we strive to get as much value as possible from the materials we use.

One billion+ HP print cartridges have been returned to HP Planet Partners recycling program as of December 31, 2022.

Supply chain

Approach

We work with production suppliers to encourage waste measurement and reporting, reduce waste volumes, and drive progress toward a circular economy. HP requests our suppliers to report on waste using RBA-Online, with tools HP helped develop through our participation in the RBA Environmental Sustainability Workgroup.

See Environmental management to learn more about how we collaborate with suppliers to manage environmental impacts in our supply chain.

Performance

During 2021, the most recent year for which data is available, our suppliers generated 117,000 tonnes of nonhazardous waste associated with HP, a 7% decrease from 2020. This was primarily due to reduced waste generation at significant suppliers through waste prevention related to their circularity efforts, reuse, and recycling efforts. Suppliers generated 54,000 tonnes of hazardous waste associated with HP in 2022, up 17% compared to the prior year. This variation was partly due to improved reporting of hazardous waste data by a strategic supplier. By the end of 2022, 69% of our production suppliers, by spend, had set waste-related goals.

See detailed performance data.

HP operations

We employ a global policy of "reduce, reuse, and recycle," which supports our company-wide shift toward a circular economy.

HP generated 18,800 tonnes of nonhazardous waste in 2022,[44] a 35% increase from 2021, due primarily to employees returning on-site, while sites took time to reintegrate zero-waste protocols and workplace measures. During the year, we achieved an 87.7% landfill diversion rate globally. We recovered 600 tonnes of used electronic equipment from HP operations. We reuse electronic equipment when possible or recycle it responsibly through the same programs we offer customers. See Product repair, reuse, and recycling.

In 2022, we conducted in-depth audits of our waste streams at several sites, prioritizing sites with the largest waste volumes. Following these audits, the HP Zero Waste Operations team developed tailored action plans to improve waste diversion at each site. As a result, composting initiatives at the San Diego, California, United States; Kiryat Gat, Israel; and Penang, Malaysia, sites are expected to divert approximately 35 tonnes of waste from landfill annually. Waste-segregation centers in Kiryat Gat and plastics-reclamation projects in Barcelona, Spain, are estimated to prevent more than 90 tonnes from reaching landfill annually.

See Environmental management to learn more about how we manage environmental impacts from our operations.

2025 goal

Reach zero waste in HP operations by 2025[45]

Progress in 2022
In 2022, we achieved an 87.7% landfill diversion rate globally.

Hazardous waste

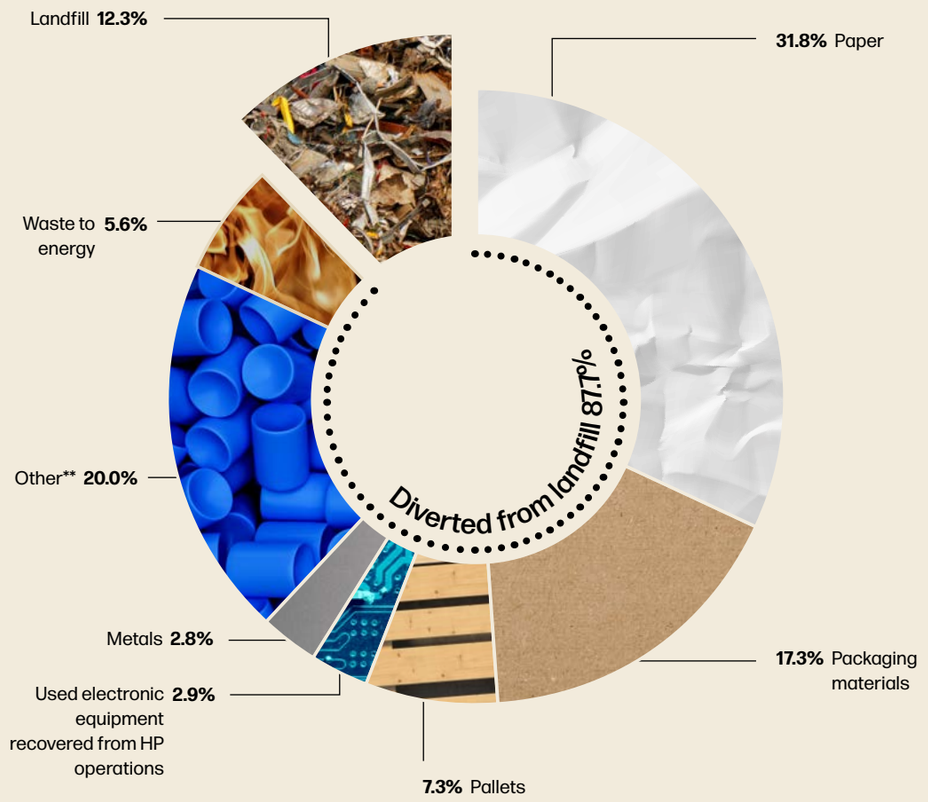
The main hazardous waste we generate is liquid from ink-manufacturing facilities. These manufacturing sites prioritize waste management options with low environmental impacts and only use disposal as a last resort. Although ink manufacturing is a source of hazardous waste, Original HP ink cartridges used by customers and in our offices can be recycled and are considered nonhazardous waste in many of our major markets. We generated 7,820 tonnes of hazardous waste in 2022.

See detailed waste data for 2020–2022.

See HP's latest disclosure to the U.S. EPA Toxics Release Inventory.

HP is conducting environmental investigations and/or remediation at several current or former operating sites. Some historical manufacturing activities of HP and predecessor companies used chemicals now known to have contaminated soil and groundwater. We are also involved in the cleanup of sites affected by the improper disposal and recycling of HP's waste by third parties. HP proactively works to implement a variety of remediation activities in cooperation with regulatory agencies.

Composition of nonhazardous waste and used electronic equipment recovered from HP operations, 2022*
percentage of total



* HP sites report nonhazardous waste volumes and disposition based on information provided by our waste-disposal vendors. For sites unable to directly track nonhazardous waste, we estimate volumes and disposition using intensity factors based on similar operations.
** Includes food organics, green waste, reused materials, and donations.

Circularity

Through innovative products and services, we are progressing toward our vision to become a fully circular company. We aspire to use 100% renewable energy and send zero waste to landfill across our manufacturing processes. Our products incorporate increasing amounts of recycled materials, including ocean-bound plastic. We also design them to be durable and easily repaired so they can stay in use for as long as possible, while our innovative, service-based solutions reduce environmental impacts through extended life, device optimization, and simple take-back. Our repair, reuse, and recycling services help to recover products, components, and materials for the next generation of products. We are also improving energy efficiency, using more sustainable materials, and making substantial investments in forests.

Our rigorous circular design principles drive progress toward a circular and net zero carbon economy through our portfolio of personal systems, home and office printing solutions, large format printing, industrial print, and 3D printing products and solutions.

See the HP Circularity accounting manual.

2030 goal

Reach 75% circularity for products and packaging by 2030[46]

Progress in 2022
Reached 40% circularity, by weight.[47]
(See data)

In Spain, HP's Device Recovery Service is helping the Renault Group to reduce its carbon footprint, achieve its social responsibility goals, and promote a more circular economy. Learn more.

Go Beyond

2022 progress in circularity for products and packaging

Product repair, reuse, and recycling

121,000 tonnes
total reuse and recycling of hardware and recycling of supplies.

1 billion+
HP print cartridges returned to the HP Planet Partners recycling program as of December 31, 2022.

Recycled materials

32,200 tonnes
of postconsumer recycled content plastic in HP products, equivalent to 15% of overall plastic use.

5.4 billion+
Original HP and Samsung cartridges manufactured using a cumulative 142,000 tonnes of recycled plastic, since 2006.

More than 95%
of home and office printers, laptops, notebooks, displays, and workstations shipped to customers included recycled materials.

Almost 70 million
units of personal systems products shipped in molded fiber or hybrid foam/fiber packaging, representing about 91% of units shipped during the year and 7% more than in 2021.

Product as a service

HP Carbon Neutral Computing Services[48]
help drive a low-carbon future by enabling commercial businesses to offset the end-to-end carbon footprint of their PCs.[49,50]

Design for circularity

At HP's Design Studio, see how our team takes creative leaps in the quest for lower-impact products. Learn more.

Go Beyond

Design plays a critical role in determining a product's environmental impacts. We apply rigorous design principles to improve the environmental performance of our products across their life cycles. In 1992, we developed our Design for the Environment program (now called Design for Circularity) to formally consider factors impacting sustainability performance throughout the product design and development phases.

We use a science-based approach to evaluate our products, identify and prioritize improvement opportunities, and set goals. In 2022, we joined the Circular Electronics Partnership (CEP) to align with other industry leaders in better understanding how to use circular solutions to address complex challenges, such as increasing the use of recycled steel in electronics.

Among our main design priorities, we work to increase the use of recycled and renewable materials; practice responsible chemistry; enhance product repairability, reusability, longevity, and recyclability; continually improve product energy efficiency; and build in accessibility features. Our program has continually evolved in response to technological and scientific developments, changes to our supply chain, and customer demand.

Product design and development operations for our personal computing products, LaserJet Enterprise Solutions, and InkJet Printing Solutions are ISO 14001 certified. We conduct internal compliance audits and benchmark against industry best practices on an ongoing basis.

Relevant products obtain a range of external certifications (see Product certifications and other information).

28 million meters

of cord was avoided in 2022 because about 70% of inkjet printers and 3% of LaserJet printers were shipped without USB cords and many of the others were shipped with shorter USB cords.

Investing in R&D

HP Labs aim to create, identify, and develop novel technologies and experiences that delight customers and define our future. In 2022, HP spent US$1.6 billion on ongoing product development to create the transformative and disruptive technologies of the future. We invest in areas where we can make the greatest impact, and sustainability is integrated into our overall research agenda.

The majority of our R&D spending focuses on inventions and development for products that will be released in the next one to two years. The rest is dedicated to HP Labs and the business units for new business creation (including 3D printing and microfluidics), and for developing technologies that will mature over the following three to seven years.

Our research yields promising applications for more sustainable outcomes in industry, healthcare, and other fields.

As of October 31, 2022, HP's worldwide patent portfolio included over 28,000 patents.

Durability, repairability, and reusability

HP offers services related to optimization, maintenance, and renewal that extend product life, capture more value from natural resources, and reduce environmental impact.

We provide free service documentation for most products, supplemented with service options and warranties, including through HP Care Pack Central. The HP Customer Self Repair web page provides information and the HP Parts Store sells PC and printer parts. HP Renew Services helps customers securely recover and repurpose or recycle end-of-use devices.

8+ bottles'

worth of plastic saved when a four-piece set of HP953 cartridge is reused.

Personal systems

We test the quality and durability of our Pro and Elite notebooks, Pro and Elite desktops and All-in-Ones, and select workstations and mobile thin clients, using the rigorous military MIL-STD-810G standard. See our technical white paper, which includes information about testing the ruggedness and reliability of HP Business PCs as well as detailed test results.

Home and office printing solutions

Many of HP's home and office printers adhere to relevant eco label standards for extending product life and conserving materials, including EPEAT® specifications based on IEEE standard 1680.2, as well as Blue Angel environmental criteria. Through modular design, we increase upgradeability and enable many of our printers to be easily disassembled for repair or recycling.

In the summer of 2021, we launched the pilot phase of HP Instant Ink with Planet Partners in Germany (the pilot ran through the summer of 2022). Introduced to several hundred Instant Ink subscribers, the initiative allows customers to choose renewed ink cartridges instead of new ones. Renewal reduces the use of materials such as virgin plastics. The pilot increased the total number of times a cartridge was used to two (including one reuse) and we are working to further increase the total number of uses to four. Each four-piece set of HP 953 cartridges saved the equivalent of more than eight 0.5 liter (16.9 ounce) bottles' worth of plastic. Once cartridges can no longer be renewed, they are able to be recycled by HP Planet Partners.

This pilot (as well as EvoCycle—see callout) demonstrates customer interest in innovative delivery models that reduce the environmental impact of print supplies. Based on an exit survey we conducted, 98% of pilot customers wanted to continue using HP renewed ink cartridges, rating their experience the same or even slightly better than the standard Instant Ink program. The pilot also confirms that we can deliver this service without impacting the quality and reliability that our customers expect: we did not receive any customer complaints or support calls related to HP renewed cartridges. This innovation also supports progress toward our carbon neutrality and circularity goals.

Large format printing

HP's Splash-resistant Bond Paper offers customers improved splash resistance[52] on an economical paper with HP Bright Office Inks on HP DesignJet T-series printers. Our new Z-series Pro printers are all EPEAT registered and ENERGY STAR® certified, and are made of 20%–30% recycled content plastic.

HP Latex Inks are designed to provide indoor and outdoor durability and versatility across common media types used in sign and display applications. Learn more.

HP EvoCycle toner cartridge

HP EvoCycle toner cartridges, designed to help public sector and enterprise customers in their sustainability journeys,[51] were available in France, Germany, and the UK in December 2022. Incorporating reused and recycled components from Original HP toner cartridges returned within the region through the HP Planet Partners program, EvoCycle cartridges include 76% reused and recycled components (excluding toner and parts that directly impact print quality), or 45% by absolute weight.[53] This innovative process enables EvoCycle cartridges to have a lower production-phase carbon footprint than standard Original HP toner cartridges,[54] while supporting the circular economy by using less virgin plastic. HP EvoCycle cartridges are manufactured in France from cartridges collected across Europe, keeping production within the local economy.

Image permanence

Original HP inks, printed on HP Bright White paper and stored in the dark, will achieve Wilhelm Imaging Research Dark Storage Permanence Ratings of “Greater Than 200 Years” with fully pigmented ink systems and “Greater Than 100 Years” with pigmented black and dye color ink systems. These results apply to HP large format printing as well as HP home and office printing solutions. Learn more.

Industrial print

HP digital presses are major capital investments for our customers, and are designed for upgradeability, repair, and refurbishment. Through firmware updates and component upgrades, HP Indigo presses used by customers are kept up to date. The HP Indigo Certified Pre-Owned program enables us to keep products in use for longer, reducing waste while allowing customers to access HP Indigo products at a lower price point. In 2022, we sold 98 pre-owned presses to customers through the program (17% of total presses delivered).

As of 2022, 97% of all HP PageWide presses installed are still in use, including the first two presses installed in 2009 and 93% of those installed over 10 years ago. They are kept at their highest value through upgrades such as High Definition Nozzle Architecture technology and HP Brilliant Inks. By extending product life, more value can be captured from natural resources while reducing environmental impact.

Designed to offer configuration flexibility, the HP PageWide Advantage 2200 features a modular design that allows customers to start with a lower-capacity machine, enhancing it as their needs evolve. Customers can select one, two, or three dryer modules along with passive or active web cooling modules. In addition, this press features a compact, single-engine duplex design, providing high quality and productivity while saving floor space. Learn more.

Print and compute as a service

HP’s service-based solutions are designed to deliver increased value through reduced environmental impact and capital costs. Customers can access the latest technology while HP oversees fleet management and maintenance, reducing waste and decreasing the GHG emissions associated with individual product shipments and customer store visits. At end of service, we recapture value from materials through a range of product repair, reuse, and recycling options. Our ongoing customer relationships provide valuable insights on end user behavior and needs.

HP Workforce Solutions

HP Workforce Solutions, launched in November 2022, empowers customers with technology solutions that grow with the way they work. HP is combining hardware, software, and services to build a connected solution that relieves the IT burden, streamlines the employee experience, protects a hybrid workforce, and reduces environmental impact.

HP Device as a Service

Our expanding HP Device as a Service (DaaS)[55] offering provides flexible, outcome-driven managed workforce solutions to unlock the potential of IT and customers’ businesses in an ever-changing world. This device life cycle management solution brings the right devices, repair services, and AI-driven analytics in a predictable payment so IT departments can plan and prioritize their budgets, while helping to reduce IT environmental impacts.

HP Renew Services

HP Renew Services[56] enables customers to accelerate their sustainability goals through more responsible computing practices. This portfolio currently includes the following offerings:

- HP Device Recovery Service securely recovers customers’ end-of-use hardware through simple device collection and data wiping services, so devices can be repurposed or responsibly recycled.[57] Watch our video for more details.
- HP Recycling Services aim to reduce waste and environmental impact by responsibly recycling customers’ used devices in accordance with industry-leading standards through rigorously audited, HP-approved partners.[58]
- HP Carbon Neutral Computing Services[59] help drive a low-carbon future by enabling commercial businesses to offset the end-to-end carbon footprint of their PCs.[60, 61]
- HP Revitalize[62] will be available in some locations beginning in 2023, and will equip customers with HP-certified, refurbished laptops that deliver optimal performance and reliability, while enabling the circular economy.

HP Managed Print Services

HP Managed Print Services (MPS) helps clients manage and optimize their printer fleets, digital workflows, and paper consumption by combining hardware, supplies, software, and consulting and management services. In late 2020, HP Direct MPS (dMPS) was CarbonNeutral® certified in accordance with The CarbonNeutral Protocol (it was recertified in 2021 and 2022[63]), and was the world's most comprehensive carbon-neutral MPS offering.[64] In 2021, HP Component MPS (cMPS) was CarbonNeutral certified (and was recertified in 2022), giving partners a way to make their contractual obligations carbon neutral using the same standards as HP Direct MPS.

We work to reduce GHG emissions across the life cycle of our products, including by improving resource efficiency, promoting settings and user behaviors that reduce energy and paper use, and driving responsible end-of-life activities. For any remaining emissions, we support carbon offset projects across the globe in partnership with Climate Impact Partners. All carbon credits we buy are verified to an International Carbon Reduction and Offset Alliance–endorsed international carbon standard.[65] Learn more.

HP MPS end-to-end solutions for HP-branded devices can also help businesses reduce and offset the impact of printing by estimating the total carbon emissions from HP-branded printing solutions. HP uses LCAs that are verified by an independent third party and conform to ISO 14040 and ISO 14044, to understand the total carbon footprint for HP printing and imaging devices, paper, and supplies. Using this data, along with information unique to each customer, we calculate total carbon emissions for a customer's fleet.

HP Instant Ink

HP Instant Ink helps home users and microbusinesses remain productive by ensuring they never run out of ink or toner.[66] The service anticipates when a cartridge is running low and sends replenishments as well as new recycling envelopes (for ink cartridges) or recycling labels/information (for toner cartridges) automatically.[67] Customers using this service save up to 50% on the cost of ink[68] or toner.[69] HP offers this service in 38 countries, including access to cartridge recycling in most of those locations.[70]

Additionally, in 2022 HP introduced an Instant Ink Paper Add-on Service, based on pages printed just like the HP Instant Ink subscription. Customers simply choose a paper plan that corresponds to their ink plan.

Once the customer is enrolled in the Paper Add-on Service, the printer will track pages printed, and HP will automatically send new paper as the customer begins to run low.[71] The service uses excellent quality, responsibly sourced HP paper engineered for versatility to support a wide range of everyday color printing. This paper is also certified by the Forest Stewardship Council® (FSC®) where available.[72]

Large format printing

HP Professional Print Service supports circularity by prolonging the life of large format printers. Along with real-time printer configuration, monitoring, and support, HP's PrintOS app deploys proactive notifications to identify potential device issues and initiate timely resolutions. Subscriptions also include on-site support, spare parts, and maintenance fees, helping to reduce the need for printer replacements and limiting unexpected costs and delays.

Industrial print

HP offers Print as a Service in our industrial print portfolio with the Indigo click charge per print and monthly service business models, which include supplies and spare parts. We continually invest in innovations to extend the lifespan of supplies and spare parts.

HP PrintOS is a cloud-based print production operating system that makes it easier to manage any number of print jobs, increasing press utilization, automating production, and delivering accurate color consistently between runs, and across presses and sites. HP also provides services to repair, renew, and upgrade our industrial print presses, as well as consumables recycling and end-of-service solutions.

Product repair, reuse, and recycling

2025 goal

Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016

Progress through 2022
Recycled 879,100 tonnes.

We design HP products to use resources efficiently and to last a long time. When products reach the end of their service, our robust repair, reuse, and recycling programs help ensure that products and materials are repurposed, keeping them at their highest-value state for as long as possible. These programs reduce waste, give many materials and products renewed life, and support our drive toward a more materials-efficient circular model.

See HP's Statement on E-Waste and Used Electronic Equipment.

Customer take-back programs

HP provides take-back programs in 76 countries and territories worldwide[73] through a global network of reuse and recycling vendors.

1 billion+

HP print cartridges have been returned to the HP Planet Partners recycling program as of December 31, 2022.

HP cartridge recycling.

HP global take-back programs for customers*

Program	Description		Progress in 2022
Repair and reuse			
Hardware	Our remanufacturing programs help to extend hardware lifespan, with the aim of reducing environmental impacts from replacing products that still have useful life. We provide customers with guidance about how to repair their own HP products. See Durability, repairability, and reusability. HP Device Recovery Service** enables commercial customers to securely retire their end-of-use devices with simple device collection and data sanitization services, so technology can be responsibly repurposed or recycled while customers receive any residual value. Watch our video.	Our Hardware Reuse Standard outlines our requirements for vendors and subvendors who provide reuse, remanufacturing, or remarketing services for HP. Reuse vendors must comply with the Media Handling Standard for information security (included in the Hardware Reuse Standard), which requires the full and documented erasure or destruction of all data-containing devices. HP Revitalize, available in some locations beginning in 2023, equips customers with HP-certified, refurbished laptops that deliver optimal performance and reliability, while enabling the circular economy.**, ***	5,233,000 units of hardware repaired 1.2% overall reuse rate of relevant HP hardware sales worldwide****. ^
Recycling			
Hardware Available in 66 countries and territories	HP recycles hardware (both HP and non-HP) that cannot be economically repaired or reused. Consumers, home office, and commercial users have various free recycling options for used equipment, including HP recycling vendors that provide take-back and recycling services or free drop-off for our products in many countries. We belong to compliance systems to comply with producer responsibility requirements of the European Union (EU) Waste from Electrical and Electronic Equipment (WEEE) Directive^^ and end-of-life legal obligations in countries across our Americas, Asia Pacific and Japan, and Europe, Middle East, and Africa regions. In the United States, customers can drop off hardware at Best Buy stores through our closed-loop recycling program.	HP Recycling Services offers custom recycling programs for commercial and enterprise customers, which include reverse logistics and data sanitization with a certificate if they purchase that service. Watch our video showing the recycling process. Recycling vendors must comply with the Hardware Recycling Standard. Recycling vendors must comply with the Media Handling Standard for information security (included in the Hardware Recycling Standard), which requires the full and documented erasure or destruction of all data-containing devices. We publish disassembly instructions for use by end-of-life recyclers or treatment facilities.	100,600 tonnes of hardware recycled 15.8% overall recycling rate of relevant HP hardware sales worldwide^^^ 89.6% of the total volume of products and materials taken back in 2022 was reused or recycled by HP or by a third party
Ink and toner cartridges Available in 67 countries and territories	HP provides free and convenient ways to recycle used Original HP ink and toner cartridges and Samsung toner cartridges. Home and commercial customers can return Original HP ink and toner cartridges for free to more than 18,900 authorized sites worldwide. Free pickup and mail-back options are available in most countries.	See how we recycle ink cartridges and toner cartridges. Recycling vendors must comply with the HP Supplies Recycling Standard.	10,900 tonnes of Original HP and Samsung toner cartridges recycled 82.5% of materials recovered are recycled and used in other products, and 0% went to landfill 1,300 tonnes of Original HP ink cartridges recycled 79.9% of materials recovered are recycled and used in other products, and 0% went to landfill 1,400 tonnes of HP Indigo ink canisters and imaging oil recycled
HP offers responsible processing and recycling of batteries, packaging, and HP 3D consumables^^^^ in some countries in accordance with extended producer responsibility through legally approved schemes. See more information and details about these programs: https://hp.com/recycle			

* Descriptions of offerings in this table are as of report publication. Performance data is as of October 31, 2022. Availability of offerings varies by location. View a full list of reuse and recycling programs by country.

** HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

*** HP Revitalize offers refurbished products that are HP certified, including cosmetic grading, functional testing, data wiping, re-image, and HP OEM parts. Select HP commercial G5 and higher devices are eligible for this service.

**** Reused material is defined as recovered products or components of products that are used for the same purpose for which they were conceived. A reused product/part should replace a new product/part shipment, and the product/part needs to have been used by a user and refurbished before being sent to a different user. Prior to 2021, this data also included some units remarketed to customers without being previously used and refurbished. Beginning in 2021, most reuse data is based on the actual weight for every product, adjusted for estimated amounts that were recycled or for which no issues requiring repair were found. Prior to 2021, data was estimated based on the average weight of each product category.

^ The reuse rate is based on the weight of hardware products returned for reuse compared to the weight of our product sales during the year.

^^ During 2022, 36,891 tonnes of waste electronic equipment was collected on HP's behalf to comply with producer responsibility requirements of the EU WEEE Directive, compared to 74,954 tonnes of HP electronic equipment placed on the relevant markets during the year. Data includes EU countries in which the authorities or the legislative system provide visibility of the recycling volume allocated to HP. Take-back volumes related to non-EU legislation are excluded.

^^^ The recycling rate is based on the weight of hardware products returned for recycling compared to the weight of our product sales from seven years ago (the estimated average lifespan of our products). It is impractical for HP to report the recycling rate by product category, as materials are not typically sorted at collection points. This rate also does not include packaging recycling, due to limited data available from recyclers.

^^^^ In calendar year 2022, HP recycled 96 tonnes of 3D printing powders and printed parts collected from customers.

Product reuse and recycling vendors

We work with a global network of vendors to provide product reuse and recycling services to customers around the world. To promote transparency and drive social and environmental standards in the electronics industry supply chain, we publish a detailed list of our reuse and recycling vendor sites, updated annually.

Vendor audits

Our specialized reuse and recycling vendors are required to follow specific processing techniques and comply fully with relevant regulations. HP prefers our vendors to attain third-party certification (R2, e-Stewards, or WEEELABEX), in line with EPEAT® and HP Recycling Standards. We also commission third-party audits to monitor vendor conformance with our high standards and ensure that returned items are processed appropriately. We contract with Environmental Resources Management (ERM) to audit vendors for conformance with the following policies and vendor standards:

- Export of Electronic Waste to Developing Countries Policy
- HP Supplier Code of Conduct
- Reuse and recycling standards

HP uses a risk-based approach to prioritizing reuse and recycling vendor audits, and all vendors must undergo an audit at least once every three years. Vendors are assessed on environmental, health, and safety practices and performance, and audits ensure there is no "leakage" of materials to facilities outside our approved vendor network.

Vendors with identified nonconformances must submit corrective action plans within 30 days and address items within 90 days. In extreme cases, we will cease business with vendors that lack sufficient transparency or are unwilling to make the changes we require. Through ERM, HP audited 51 vendor facilities in 25 countries during 2022, representing 82% of reuse vendor facilities and 52% of recycling vendor facilities. This included repeat audits of 31 vendor facilities to evaluate their efforts to improve performance.

Because 40% of major nonconformances occurred at sites audited for the first time, HP's engagement brought best practices to enable immediate performance improvements. HP has closed investigations of 100% of the major nonconformances identified in 2022. All sites with major nonconformances will be re-audited the following year to determine whether improvements are sustained. Immediate priority findings[74] are the most serious type of vendor nonconformance, and require immediate action. During site audits in 2022, no immediate priority findings were identified at recycling vendor sites upon re-audits. In all cases, we worked closely with the vendor to resolve and close the findings, underlining the importance of revisiting these vendor locations the following year to confirm closure is sustained. Read a statement from ERM.

Reuse and recycling vendor audits

	2020	2021*	2022
Initial audits	10	10	20
Repeat audits	21	15	31
Countries	22	14	25
Major nonconformances identified	82	33	58
Major nonconformances resolved	100%	100%	100%
Immediate priority findings	4	3	0

* 2021 data adjusted to ensure accuracy.

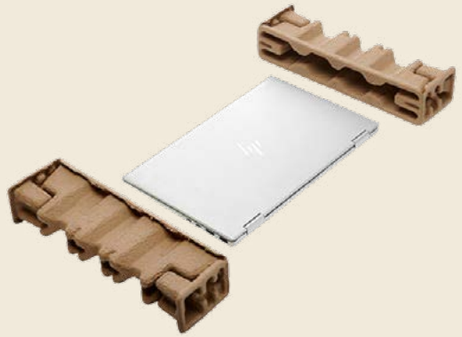
Categories of major nonconformance*
percentage of total

	2020	2021*	2022
Health and safety	43%	27%	31%
Environment	16%	13%	24%
Hazardous substance/emergency response	5%	10%	5%
Insurance	4%	6%	5%
Subvendor use and audits	7%	12%	12%
Other**	25%	32%	23%

* 2021 data adjusted to ensure accuracy.
** Includes site security and controls, management systems, labor, data destruction, transboundary shipments, and approved dispositions of processed materials. Findings related to data destruction were limited gaps in processes, not breaches of data security.

Materials

To create a circular and net zero carbon economy, we must gain the most value possible from the materials we use while reducing our overall demand. We are increasing the amount of recycled content plastics (including ocean-bound plastics) and recycled content metals in our products, and focusing on packaging innovation to eliminate unnecessary packaging materials and plastic. HP-brand paper and paper-based packaging use recycled or renewable[75] materials, and we are exploring renewable materials for our hardware products as well.



Approach

HP proactively identifies and evaluates materials used in our products and throughout our supply chain. We prioritize materials for replacement, or for transition to a recycled or renewable alternative, based on environmental, social, and supply impacts.

We publish information about the material content of typical HP personal systems and printers, and continue to expand our full materials disclosure program. In 2022, we collected an inventory of more than 90% of the substances by weight used in 87% of HP's 2022 EPEAT®-registered personal systems products.[76]

In 2022, we used 873,500 tonnes[77] of materials in our products and packaging, 9% less than in 2021. This was due to shipment volumes, increased material efficiency through product design, a shift to lighter printers, and solutions such as HP Continuous Ink Supply System (CISS), HP Continuous Toner Supply System (CTSS), and HP Instant Ink, which reduce material usage. Of the materials we used in 2022, 40% by weight were circular (reused, recycled, or renewable). See Data for more detail about HP materials use.

Learn about our approach to responsible minerals sourcing, which helps ensure there is no connection between the materials used in HP products and armed violence or human rights abuses.

HP carton-based ink cartridge

As part of our continuing shift from plastic to alternative materials, HP is also exploring alternatives to traditional plastic ink and toner cartridges. The HP carton-based ink cartridge is a great example, and it is available now for all HP large-format printers using our latest generation of ink, such as the new HP Latex 2700 printer series.

The HP carton-based ink cartridge reduces plastic use per liter of ink by 80% and decreases life cycle GHG emissions by 66% compared to a plastic ink cartridge, due to savings associated with manufacturing and transportation.[78]

For all our HP carton-based ink cartridges, customers can recycle the outer carton that contains recycled and certified fiber through local cardboard/paper programs and return the inner bag for free via HP Planet Partners,[79] where available for these products, which will avoid any materials going to landfill. HP Latex printheads can also be returned.

Reloadable toner kits

HP LaserJet Tank 2600 Series printers use a continuous toner supply system (a supplies refill system) that reduces consumption of plastic associated with the use phase by more than 75% compared with the predecessor product.[80] The HP LaserJet Tank Toner Reload Kit can additionally reduce waste by up to 90% compared with similar toner supplies,[81] and materials are recyclable through HP Planet Partners.

Responsible chemistry

For more than two decades, we have worked to move the electronics industry toward safer alternatives to materials of concern. We assess published lists of substances of concern, customer preferences, emerging regulations, and sound scientific analysis concerning potential impacts on human health or the environment. This approach also improves product circularity by supporting reusability and recyclability. See key milestones in our Green Chemistry Timeline.

The HP Materials and Chemical Management Policy—which applies to all HP employees, businesses, and suppliers—guides our use of materials and chemicals in products, packaging, and manufacturing processes. We developed our General Specification for the Environment (GSE) in 1998. It includes a full list, updated annually, of material restrictions for products, packaging, and manufacturing process chemicals, often going above and beyond worldwide regulatory requirements. HP is committed to compliance with all applicable laws and regulations, including requirements under the restriction of hazardous substances (RoHS) legislation.

Following a precautionary approach, we explore safer alternatives to materials currently in use, referencing *A Framework to Guide Selection of Chemical Alternatives* by the National Academy of Sciences and incorporating the GreenScreen® For Safer Chemicals methodology. For example, as part of our new product development process, all HP-formulated ink ingredients are screened using the GreenScreen methodology.

We contribute to standards, legislation, and improved approaches to use of materials in the IT sector. In 2021, we became a Founding Signatory of the Toward Zero Exposure program by Green America's Clean Electronics Production Network, to protect workers from chemical hazards in the electronics supply chain. Learn more. We are also involved in several initiatives under the Clean Production Action coalition, including the Chemical Footprint Project (CFP), which is part of our work with the Business-NGO Working Group (BizNGO). In the 2021 CFP survey, HP was recognized as a Front Runner and Disclosure Leader.

Recycled content

We are both a supplier and a user of recovered materials, incorporating recycled and recyclable content into new HP products. This helps to accelerate global market development for recovered and recycled materials in order to support progress toward a circular economy. More than 95% of home and office printers, laptops, notebooks, displays, and workstations shipped to customers in 2022 included recycled materials.

Plastic

We largely focus on increasing recycled plastic use, due to issues related to plastic waste and pollution. During 2022, we used a total of 32,200 tonnes of postconsumer recycled content plastic in HP products, equivalent to 15% of overall plastic use. For personal systems, this included an increase from 15% of overall plastic use in 2021 to 22% in 2022. See Data for detail by product group.

HP's plastics strategy is to:

- Reduce plastic use by making our products smaller and removing unneeded plastic from packaging
- Substitute plastic in packaging, where feasible, with more sustainable materials such as recycled or certified fiber
- Replace virgin plastic with recycled plastic wherever possible
- Source recycled plastic from locations where HP can have positive environmental and social impact, such as ocean-bound plastic
- Invest in take-back and recycling

2025 goal

Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025[82]

Progress in 2022
In 2022, we used 32,200 tonnes of postconsumer recycled content plastic in HP products—equivalent to 15% achieved.

We use increasing amounts of recycled content across our product portfolio. Highlights include:

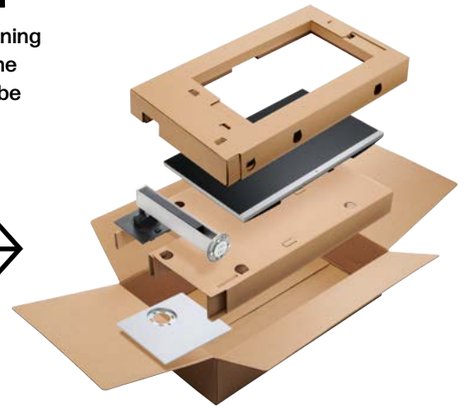
- The newest HP Dragonfly and Elite 1000 Series PCs, announced in early 2023, contain 90% recycled magnesium in the enclosure case[83] and 5% ocean-bound plastic in the speaker enclosure, and incorporate bio-circular feedstock such as used cooking oil to help lower CO_2 emissions.[84] All outer packaging for the devices is 100% sustainably sourced,[85] and the products are EPEAT® Gold registered in 27 countries,[86] ENERGY STAR® certified, and TCO Certified.
- The HP 14-inch Eco Edition Laptop PC takes these efforts to the next level, with up to 25% of the product leveraging postconsumer recycled plastics.[87] Bio-circular feedstock such as used cooking oil was incorporated into the bottom cover of the device,[88] and the device also features packaging that is 100% sustainably sourced and recyclable.[89]
- HP E-Series G5 Monitors feature 90% recycled and renewable materials, including recycled aluminum, ocean-bound plastic, and coffee grounds in the plastic enclosure.[90]

- The HP 24- and 27-inch All-In-One PCs announced in early 2023 also leverage unique materials in their innovative frames, making these HP's most impressive all-in-one offerings yet.[91] These are the world's first PCs with recycled coffee grounds, which are used as speckles in the finish of the PC.[92] More than 40% of these all-in-ones' enclosures contains postconsumer recycled plastics, 75% recycled aluminum is used on the arm stand, and 100% reclaimed polyester is used on the stand base.[93] The all-in-one is ENERGY STAR® certified and EPEAT® Gold registered.[94] Beyond the devices themselves, the 100% sustainably sourced and recyclable box packaging has been reduced in size by 62%, which allows up to 66% more units per pallet, reducing their CO_2 footprint.[95]

We achieved a

60% reduction

in shipping packaging by redesigning the HP 24- and 27-inch All-in-One PCs' monitor so the stand can be shipped unassembled.



- Personal systems accessories such as the HP Renew Travel 15.6-inch Laptop Backpack and the 15.6-inch Laptop Bag have contributed to integrating 19 million postconsumer recycled plastic bottles in soft cases since 2019.
- Through 2022, we manufactured over 5.4 billion Original HP and Samsung cartridges using a cumulative 142,000 tonnes of recycled plastic, including from recycled HP cartridges, since 2006. This has kept more than one billion Original HP cartridges and an estimated 149 million apparel hangers and 5.8 billion postconsumer plastic bottles out of landfills, instead upcycling these materials for continued use. More than 78% of our Original HP ink cartridges contain 5%–75% postconsumer recycled content, and 100% of Original HP toner cartridges contain 1%–79% postconsumer or postindustrial recycled content.[96]

Metal

Metal plays an increasingly important role in our approach to circularity, especially since metals make up a large portion of the materials in our personal systems and print products. We continue to expand the use of recycled metal in our products.

We are working with suppliers to source metals with a high proportion of recycled content for some personal systems products, including up to 75% recycled content aluminum and up to 90% recycled content magnesium. These metals are more likely to be recyclable through existing infrastructure than materials such as carbon fiber, and still meet the demanding industrial design requirements of our products. This decreases environmental impacts associated with mining and producing virgin materials, including energy use and associated GHG emissions. During 2022, our use of recycled metals in personal systems products increased by 45% compared to the prior year.

To further improve the impacts of metal, we are working to increase the use of postconsumer recycled content in certain personal systems product lines, and introduced the use of recycled steel in 2022. During the year, we joined the Circular Electronics Partnership recycled steel working group to gain insights about how circular solutions can be employed and to collaborate with other organizations to solve challenges related to sourcing recycled steel.

Collaboration to reuse 3D-printed parts

In 2022, HP continued to collaborate with Ford and Lavergne to reuse spent 3D-printed parts and powder, turning them into injection-molded fuel-line clips used in the Ford Super Duty F-250. As well as closing a waste loop, these injection-molded parts made from recycled HP PA 12 have better chemical and moisture resistance than conventional versions.

Ocean-bound plastics

Since 2016, our ambitious program in Haiti has helped to tackle the growing challenge of ocean-bound plastic (OBP). In partnership with the First Mile Coalition and our supplier partners, we have built a self-reliant OBP supply chain that contributes to the circular economy and provides income and education opportunities locally.

A plastic-washing line produces clean, high-quality recycled plastic for use in various HP products, and has simplified our OBP supply chain in Haiti by eliminating a washing step off the island. This has increased the value of plastic collected and the prices that collectors receive.

Unfortunately, in November 2022, the facility shut down due to security concerns on the island. We continue to monitor the situation and intend to reopen the facility when the situation stabilizes. We continue our commitment, started in 2021, to help support collectors throughout the political unrest.

A winning plan to protect 22,000 miles of coastline

Climate innovation in Australia's oceans is inspiring young entrepreneurs whose ideas and drive can help transform the future of ocean health. Learn more.

Go Beyond

Since 2016, we have used 1,718 tonnes of OBP in our products—equivalent to more than 135 million 16.9 ounce (500ml) bottles—preventing this material from reaching waterways and oceans.

To drive change across and beyond our industry, we also collaborate with a range of initiatives and organizations.

- NextWave Plastics convenes leading technology and consumer-focused companies to develop the first global network of OBP supply chains. This reflects our commitment to collector-centered OBP initiatives, codified in our UL OBP certification, which requires us to document and describe how we work to mitigate risks present in informal OBP-collection infrastructure.
- The Haiti-based NGO WORK provides on-site learning centers for the children of parents who work on recycling efforts. These centers are equipped with the latest technology, including HP laptops and printers using cartridges that include some content from waste plastic collected locally.
- Project STOP collaborates with governments and communities in Southeast Asia to create effective waste management systems that eliminate plastics leakage into the ocean, and provides replicable solutions. As a technical partner, we supported the organization's work to create a circular waste management system in East Java, Indonesia.

We use ocean-bound plastic in an increasing number of HP products across our portfolio, and have launched more than 300 new products around the world that contain small quantities of OBP since 2017.[97] Examples include:

The newest HP Dragonfly and Elite 1000 Series PCs, announced in early 2023, which contain 5% OBP by weight in the speaker enclosures

Our new HP carton-based cartridge for large-format printers, which contains 100% recycled fiber and 25% recycled plastics from our closed-loop recycling process, beverage bottles, and UL-validated OBP resins[99]

Diverting 18.7 million plastic bottles' worth of OBP through use in 277 personal systems products launched since 2019[98]

Personal systems products such as the HP EliteBook 600 G9 Series, with 5% OBP in the speaker enclosures

Exclusively to HP, many Original HP integrated printhead ink cartridges, which contain OBP (a minimum of 5% by weight), validated by UL[100]

Renewable materials

HP focuses on sourcing renewable[101] materials in the interest of protecting ecosystems and resources for future generations.

We strive to ensure that our paper and fiber-based packaging are derived from recycled or certified sustainable content, and to counteract deforestation related to non-HP paper used by our printing products and print services. See Forests. We are also working to eliminate the use of single-use plastic packaging by shifting to fiber-based packaging. See Packaging Innovation.

In addition, we continually explore the use of other renewable materials. For example, we are evaluating the sustainability attributes of plastics that incorporate bio-feedstocks in place of fossil fuels, and have created criteria to guide the product development teams as they choose materials for new products. Every bio-feedstock must be individually evaluated using an LCA to fully understand its environmental and social impacts and confirm that it is less impactful than the material it would replace. Bio-feedstocks considered for use in products must be legal, renewable, and sustainably grown without impacting regional food security, land use practices, or key ecosystems—as verified through a credible crop management certification standard. Also, the use of bio-feedstocks must not impact the recyclability of plastic resins, so they can continue to cycle through the economy.

The newest HP Dragonfly and Elite 1000 Series PCs, announced in early 2023, incorporate bio-circular feedstock such as used cooking oil to help lower CO_2 emissions.[102]

Packaging innovation

2025 goal

Eliminate 75% of single-use plastic packaging by 2025, compared to 2018[103]

Progress in 2022
55% reduction, from an average of 221 grams/unit in 2018 to 99 grams/unit in 2022.

Our packaging strategy has three focus areas:

- **Eliminate** unnecessary packaging material, space, and hard-to-recycle materials such as plastic foam.
- **Innovate** packaging designs to use materials with lower environmental impact, such as sustainable fiber and recycled plastics.
- Prioritize high recycled content and easily recyclable materials that can readily **circulate** through the economy.

Watch a video to learn how HP is tackling the plastic packaging challenge, and learn about our work to sustainably source renewable materials and counteract deforestation.

To address packaging at end of life, we offer take-back services and regularly update the Recycle your HP packaging guide to help consumers avoid sending packaging materials to landfill.

Key initiatives in 2022

In 2022, we completed more than 20 new packaging innovation projects that reduced our environmental impact. The following is a selection of those projects designed to advance the circular economy.

Eliminate

HP is shifting away from plastic, foam, and other hard-to-recycle materials, which have been traditionally used in packaging for most personal systems and printing products. For example:

- **Personal systems**: During 2022, we shipped almost 70 million units of personal systems products in molded fiber or hybrid foam/fiber packaging, representing about 91% of units shipped during the year and 7% more than in 2021.
- **Printing**: In 2022, our transition to molded fiber packaging for HP Smart Tank 210 series all-in-one/wireless inkjet printers resulted in the elimination of 222.6 tonnes of expanded polystyrene.

Innovate

We continue to improve the tooling design and fabrication process in the molded fiber industry with our 3D printing technology. In 2022, we shipped several products with cushions made using this proprietary technology, including the Z2 G9 Mini Workstation and five HP inkjet supplies products. See a video about the HP Molded Fiber Advanced Tooling Solution.

During 2022, we also replaced paper-based instructional inserts with a QR code included on several inkjet supplies products, eliminating 2.9 tonnes of paper on an annual basis.

Circulate

HP's efforts to eliminate single-use plastic packaging help to advance the circular economy, and we continue to roll out easily recyclable, fiber-based packaging cushions created from recycled content. We also pursue opportunities for reuse. In 2022, our reuse of materials for packaging used to ship HP LaserJet products resulted in savings of US$66,000.

To enable innovative packaging for our customers, HP provides compostability certificates for fiber-based packaging printed with HP C500, HP PageWide press, and HP Indigo industrial printers. These certificates confirm that the ink used by the printers will not compromise customers' ability to compost packaging after use.

Learn how we gain more value from materials through our product repair, reuse, and recycling programs.

Molded fiber packaging for the HP Desktop Mini PC contributes to HP's goal of eliminating 75% of single-use plastic packaging by 2025.

Forests

Paper is integral to the printing process, making healthy, resilient forests essential to the future of HP's business. Our forest positive vision for printing focuses on creating enduring positive change for forest environments.

Since 2016, HP-brand paper has been derived from recycled or certified sources, and since 2020 this has also been the case for paper-based packaging for home and office printers and supplies, PCs, and displays.[104] By sourcing recycled or certified fiber, HP has established processes to guard against potential deforestation in our supply chain.

Our 2030 goal is part of our plan to scale up investment in forest restoration, protection, and other initiatives under the forest positive strategy. HP's aggressive goals not only focus on HP-brand paper and packaging, but also address deforestation that goes beyond our fiber sourcing to include the paper used in HP printing products and services.

2030 goal

Counteract deforestation for non-HP paper used in our products and print services by 2030.[105] Continue to source only sustainable fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays[106]

Progress in 2022
During the year, we addressed 32% of our total fiber footprint for paper used in our products and print services.[107, 108]

HP's path to forest positive

Our five key focus areas contribute to our 2030 goal of counteracting deforestation for non-HP paper used in our products and print services, in line with our forest positive vision.

Engineering efficient paper consumption
With HP pull-printing, increased efficiency in paper consumption by up to 30%.*

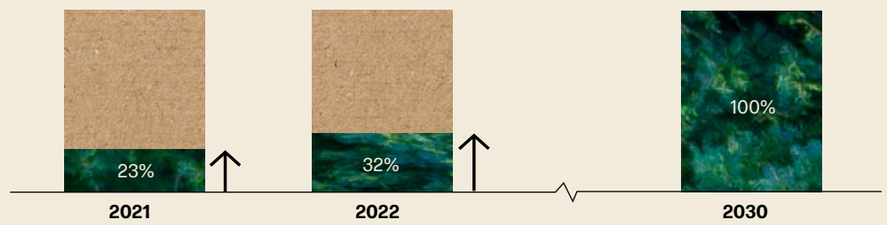
Responsibly sourcing HP paper and packaging
In one year, transitioned five million printers to recycled paper-based packaging.

Protecting, managing, and restoring forests
Partnering with NGOs to improve management and conservation of more than one million acres of forests.**

Supporting development of science-based targets for forest conservation
In partnership with WWF, first company to pilot a new methodology for science based targets for forests.

Influencing industry partners to inspire forest positive action
Founded the Sustainable Forests Collaborative in 2020, a consortium of 12 members, made up of paper companies and NGO partner advisors working together to inspire forest positive action across the print industry.**

Progress toward our 2030 counteract deforestation goal
Percentage achieved



* Typical of those reported by leading industry analysts and HP client engagements. Estimated energy and paper savings based on analysis of select HP Managed Print Services customers' imaging and printing operations using data gathered on devices and paper consumption and comparing with post-MPS actuals or projections. Results depend on unique business environments, the way HP products and services are used, and other factors. Overall printing costs are unique to each company and should not be relied on for savings you may achieve.

** Pursuant to agreement with WWF, Conservation International, and Arbor Day Foundation.

Engineering efficient paper consumption

Through the design of our printers and software, we enable thoughtful paper consumption and help customers print more responsibly. Our innovations include:

- Defaulting many print fleets to double-sided printing, making it easier for HP home and office printer users to reduce the amount of pages they use.
- Pull-printing features that require users to be present for their print job to be released, resulting in 10%–30% fewer unclaimed print jobs and misprints.
- Instant Ink subscription to deliver recyclable HP ink cartridges as customers need them, as well as an envelope to return used cartridges. Customers can also add paper to their subscription to guarantee that they are printing with FSC®-certified paper.
- High ink and toner quality that results in fewer wasted pages from misprints. In a sample tested by the Spencer Lab Digital Color Laboratory, HP cartridges produced 99.2% high-quality pages for external use, compared to 34.6% for non-HP-brand cartridges.[109]
- Our HP Smart app helps customers print, scan, and share files from anywhere. By scanning and sharing, users can digitize and store paper records, saving paper for projects where a hard copy is needed.

HP's Smart app helps to save paper by scanning and digitizing.

Responsibly sourcing HP paper and packaging

HP's Sustainable Paper and Wood Policy was the first forestry policy published by an IT company, and codifies the principles we require our suppliers and licensees to follow for the paper, packaging, and wood incorporated into HP products they provide. The policy sets forth a preference for suppliers that demonstrate environmental values and a commitment to responsible sourcing. Specifically, it requires our suppliers to ensure that their wood and paper fiber do not come from unwanted sources, such as deforested land that has been converted to agriculture, tree plantations, livestock production, or other land uses. The policy also pledges to avoid sourcing from high-conservation value forests—ones that are globally or regionally significant, home to endangered ecosystems, or important to meeting the needs of local communities. It also cements our long-standing commitment to ensuring that the wood-based materials we use do not contribute to human and community rights violations.

We require that all HP-brand paper, paper-based packaging, and wood in products are derived from recycled or certified sources. We continue to give preference to suppliers that demonstrate a commitment to responsible sourcing, such as those that use products certified by the FSC®, the Programme for the Endorsement of Forest Certification (PEFC™), or other relevant national certification schemes that comply with our Sustainable Paper and Wood Policy. During the year, the amount of FSC-certified fiber in HP-brand paper continued to exceed 55% by weight.

We work with WWF's Forests Forward program, FSC, and our suppliers to continually improve our programs related to the sourcing of virgin fiber and to increase the amount of certified fiber in our products and packaging. We periodically analyze our supply chain to understand areas of specific risk (such as ecosystem vulnerability) and create tailored strategies as needed. HP reports progress annually to WWF's Forests Forward and CDP's Forests program.

See HP's Role in Restoring, Protecting, and Responsibly Managing Forests for additional information about our approach.

HP Indigo and HP PageWide customers can access recently updated media locators, which detail substrates tested and approved for use by HP Indigo and HP PageWide presses, such as paper media with FSC certification (which represents more than 95% of media for HP Indigo and HP PageWide presses) and other environmentally preferable attributes.

HP paper impacts
tonnes

	2021	2022
HP printer and copier paper sold	193,900	173,200
Paper-based packaging for home and office printers and supplies, PCs, and displays*	139,900	133,300

* Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D printing products, scanners, personal systems accessories, and spare parts is not included.

HP-brand paper and packaging fiber sourcing
tonnes

	2021	2022*
Certified fiber	227,800	212,500
Recycled fiber	105,700	93,500

* All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D printing products, scanners, personal systems accessories, and spare parts is not included.

HP ColorPRO and ColorLok® technologies

Help us raise standards across the paper industry, by requiring stringent sustainability standards from paper producers who license these technologies from us. Learn more.

Protecting, managing, and restoring forests

Our ambitious vision for forests extends to the impact on forests from paper produced by other brands that is used in HP products. We are partnering closely with NGOs like WWF, Conservation International, and the Arbor Day Foundation on projects around the globe that help forests. These projects encompass:

- **Forest protection:** Diverse approaches to stop deforestation through policymaking and market-driven mechanisms
- **Forest management:** Implementing better forest management practices for specific functions like conserving biodiversity and ecosystems
- **Forest restoration:** Working with local communities to regain the ecological functionality of forests and enhance human wellbeing through returning trees to places they once stood, and addressing forest degradation

US$80 million

of additional funds pledged in October 2021 to expand our partnership with WWF to help address the potential forest impacts of 17 million tonnes of paper used in consumer and commercial HP printers over 10 years.

For example, in October 2021, we pledged an additional US$80 million to expand our partnership with WWF—their largest U.S. corporate partnership to date—to help address the potential forest impacts for 17 million tonnes of paper used in consumer and commercial HP printers over 10 years. This is equivalent to restoring and conserving approximately 950,000 acres (nearly 384,000 hectares) of forest.

The partnership is one of the industry's first to address forest impacts beyond our own supply chain. WWF also maintains an advisory role in HP's Sustainable Forests Collaborative. In 2022, progress we achieved with our NGO partners to protect, manage, and restore forests included:

- **WWF**: In Brazil, HP is currently supporting 11 local organizations in their efforts to protect and restore the Atlantic Forest through planting native trees and nurturing wildlife. For example, our investment allowed REGUA, one of the local organizations we work with, to expand its staff and add another restoration team. Learn more. In China, where 19,199 hectares of forest were placed under FSC® certification in 2022, we are funding activities toward restoring 25 hectares of wild elephant habitat in Yunnan. HP funded research to draft the Operational Manual for Biodiversity Conservation in Plantations, which will be developed through case studies, field training, and forest pilots to address challenges in select forest farms. HP is the first company to apply a new methodology developed by WWF to comprehensively estimate the area of forest impacted based on the volume/tonnage of paper produced.
- **Arbor Day Foundation**: Through our collaboration, we planted nearly two million trees during the year, focusing on landscapes in great need of preservation and restoration, and contributing to the World Economic Forum's 1t.org initiative—a global movement to conserve, restore, and grow one trillion trees by 2030.
- **Conservation International**: We continued to support Conservation International initiatives focused on protecting forest areas alongside local communities in the Amazon. In 2022, HP and Conservation International developed a portfolio of forest protection and restoration projects that will compensate for a portion of the land area associated with the use of paper in HP products and print services.

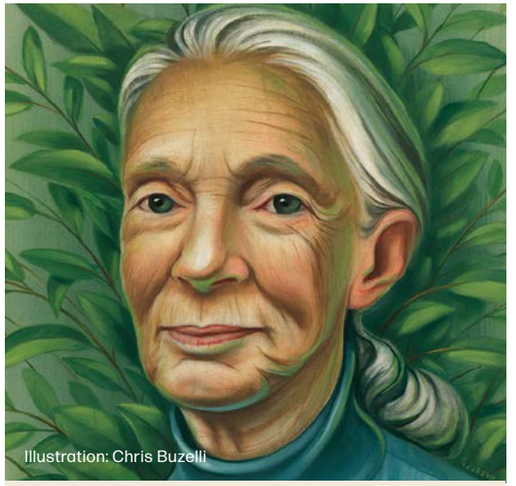


Illustration: Chris Buzelli

Arbor Day

For Arbor Day, the ethologist and conservationist Dr. Jane Goodall turned her passion to Jane's Green Hope, a grassroots effort to protect one of Earth's most precious resources. Learn more.

Go Beyond

HP Forest Positive program

	2021	2022
Hectares responsibly managed*	14,260	33,460
Hectares under restoration*	150	400

* See the HP Forest positive accounting manual for details about our program, methodology, and definitions. Data is cumulative and reflects projects conducted through our partnership with WWF. The years reported end on September 30 of the year noted.

Supporting development of science-based targets

To maximize the positive impact of our forest projects, we follow a broad, science-based strategy. In partnership with WWF and regional stakeholders, we created a methodology for understanding the downstream paper use from our printers and setting relevant forest targets to address these forest impacts.

To calculate the forest area required to produce HP-brand paper used in HP printers, WWF assessed where our printers are being sold and the amount of paper they are using. This informed estimates of the kinds of forest impacts that result from paper production, allowing us to better understand different scales and intensities of impact by region, and take more effective steps to address the total impact to forests. WWF then developed targets for our impact strategy for protection, improved management, and restoration projects.

The better we understand the regionalized impacts of printing on forest ecosystems, the more effectively we can address those impacts. As part of this partnership, HP supported the development and piloting of a process for the creation of regionally developed science-based targets for forest conservation and potential frameworks for corporate actions in Brazil's Atlantic Forest. Findings there highlight the feasibility and importance of setting these targets within a regionalized context, with consideration for existing regional and global thresholds.

The models developed in the future will help identify regions in need of forest conservation while more accurately estimating the carbon and nature benefits of forest protection, management, and restoration efforts.

During 2022, HP's LaserJet Pro 4000e and 4100e series extended the HP+ portfolio to the office. These printers supported HP's Forest First[110] feature: for every page printed with HP+, HP protects or restores forests in equal measure.[111] They are also ENERGY STAR® certified in North America and are eligible to use our Instant Ink service.

Influencing industry partners to inspire forest positive action

The HP Sustainable Forests Collaborative brings paper manufacturers together in a single consortium to share research, support one another's efforts, and report progress. Each Sustainable Forests Collaborative company is committed to responsible sourcing and supply chains, and shares data on the volume of sustainable materials in its operations.

The Collaborative drives progress toward our ambition for HP consumer printing worldwide to be forest positive by 2025,[112] and toward our 2030 goal to counteract deforestation for non-HP paper used in our printing products and print services. Its objectives are to:

- Responsibly source HP-brand paper and packaging
- Restore, protect, and responsibly manage forests
- Develop science-based targets for forests
- Create print technologies for efficient paper consumption
- Influence industry partners to inspire forest positive action

HP Sustainable Forests Collaborative partners include Domtar, New Leaf Paper, Chenming Paper, Crown Van Gelder, Sylvamo, Mondi, Felix Schoeller, Lenzing Papier, Boise Paper, and Andhra Paper. Environmental NGOs Arbor Day Foundation, Conservation International, and WWF play an advisory role to provide data, expertise, and guidance on every aspect of forest positive printing.

Reforestation is more complicated than people think.
For forests to thrive, it has to be the right species, in the right place, for the right reason. Learn more.

Go Beyond

Environmental management

HP's vision to become the most sustainable technology company guides our efforts to reduce environmental impacts across the value chain. Our policies and management systems are designed in accordance with global standards, and provide our employees and supply chain partners the guidance to drive ongoing improvement.

Supply chain

Our production and nonproduction suppliers are essential partners as we work to drive net zero carbon and improved resource efficiency throughout the value chain. For more than a decade, we have worked closely with our suppliers to improve their environmental programs and report progress transparently. We were the first IT company to disclose a list of our suppliers. Our supplier list includes the names and locations of the production suppliers that represent 95% of our manufacturing spend.

We request that 98% of our production suppliers (by spend) as well as strategic nonproduction suppliers disclose key qualitative and quantitative environmental management information and impacts through our CDP Supply Chain membership. This includes GHG emissions and goals, total and renewable energy use, water withdrawal, climate and water risks, and governance.

Our Supplier Sustainability Requirements outline our expectations for contracted suppliers. These include our Supplier Code of Conduct (SCoC) and GSE. The SCoC contains provisions related to environmental permits, environmental reporting, pollution prevention, waste reduction, hazardous substances, water management, air emissions, and energy and GHG emissions reduction. It is enforced through our assurance/audit program. The SCoC requires suppliers (and their suppliers) to acknowledge and implement the SCoC.

Priority suppliers that assemble our products or make commodities with higher potential for environmental impacts are subject to additional requirements through HP's Supplier Sustainable Impact Scorecard. These requirements include publishing a GRI-based sustainability report; setting science-based GHG emissions-reduction targets validated by the SBTi; third-party verification of GHG emissions; water stewardship; and transparency on environmental risks, management, and progress on impacts such as GHG emissions, energy and renewable energy use, and water withdrawal. This Scorecard is incorporated into our procurement management process, and environmental performance is part of regular business reviews.

To understand and manage our impacts, we calculate supply chain GHG emissions and water withdrawal in two ways:

- In the supply chain sections of the report, we include data reported by our first-tier production suppliers, product transportation suppliers, and nonproduction suppliers. This data reflects the volume of HP's business with each organization. Through engagement with suppliers, we can better understand and influence improvements in performance year over year.
- The supply chain-related data included in our carbon footprint and water footprint is derived from product LCA-based estimates. This analysis is intended to provide as complete an understanding as possible of impacts across the multiple levels of our supply chain, from materials extraction through manufacturing and product use, as well as retail and storage. These calculations use a combination of HP-specific and industry methods and data.

Supply chain transparency

The Corporate Information Transparency Index, developed by the Institute of Public & Environmental Affairs (IPE) and NRDC, evaluates the environmental practices of global brands' supply chains in China. In 2022, HP ranked 11th among global IT companies and 37th overall, of more than 600 brands assessed. On the Supply Chain Climate Action Transparency Index, developed by IPE and CDP, HP ranked ninth among global IT companies and 21st of more than 900 brands assessed.

During 2022, we continued encouraging our suppliers to submit inventories of substances released through IPE's public pollutant release and transfer register system, and cross-checked supplier sites representing 95% of our spend against IPE's public database of environmental violations.

First-tier manufacturing suppliers in China also provide information about sub-tier supplier compliance with local environmental laws. This review of 1,237 sub-tier suppliers against IPE's public database of environmental violations identified 135 issues in 2022. Of these, 41 had been corrected as of December 2022, and we continue working with the relevant first-tier suppliers and IPE to assess, address, and resolve the remaining issues.

HP operations

HP owns and leases facilities around the world. Our Environmental, Health and Safety (EHS) Policy (now available in Chinese, Korean, and Spanish) and EHS management system (applying to all HP employees and contractors and all operational sites) help us manage our environmental impact, improve worker safety, verify progress toward our goals and adherence to internal standards, and document compliance with all applicable laws and regulations. We investigate all allegations that our facilities are failing to comply with applicable laws, and take corrective action when needed.

We perform annual risk assessments at all of our chemical-intensive and manufacturing sites. In 2022, we conducted on-site audits wherever possible. Where the pandemic prevented in-person visits, we conducted remote audits or postponed them until 2023. Management reviews the findings of all audits, and any deficiencies are identified and action plans are developed.

About our operational data

All environmental data reported in this section refers to HP operations through October 31, 2022. At that time, we owned or leased 159 sites in 56 countries. From invoices and other documents, HP directly tracked data for 2022 representing approximately 97% of total electricity use, 91% of total natural gas use, 94% of total water withdrawal, 70% of nonhazardous waste, and 100% of total hazardous waste.

Management system

HP's EHS management system aligns with the American National Standards Institute Z10 and ISO 14001 standards to drive environmental improvements. With a core operating principle of plan-do-check-act, we have established procedures for reviewing, modifying, and incorporating workplace environmental hazards processes into our EHS management system.

To continually develop our global EHS management system, we engage with and seek input from safety professionals, management teams, and partners across HP. We employ and train professionals to manage, monitor, and maintain our systems, with a responsibility to ensure they operate with minimal environmental impact. When an HP work-related health and safety incident occurs, supervisors are required to identify the root cause, develop and implement corrective action plans, and track solutions to completion. Employees receive guidance to identify and report hazards, and channels exist to report hazards outside their immediate control, for action by facility teams.

We regularly measure our environmental performance and challenge ourselves when making annual improvement plans. All locations must proactively implement company-wide health and safety standards. Any new equipment and chemicals, along with any changes to the work environment, are reviewed for safety and environmental issues, and any issues are addressed accordingly.

All HP facilities have assigned technical EHS personnel, and our global EHS team provides guidance and oversight. We ensure our employees feel able to remove themselves from situations they believe are unsafe. Joint management-worker health and safety committees exist in some locations, and we regularly discuss relevant policies, processes, and regulatory compliance with employees.

When feasible, we pursue environmental management certifications at HP-owned and leased facilities worldwide. As of the end of 2022, 19 facilities, including all HP manufacturing sites, were certified to ISO 14001:2015 (the most recent version), with 16 as part of our global ISO 14001 certificate. Twelve facilities, including 57% of HP manufacturing sites, were certified to ISO 45001:2018 for occupational health and safety.

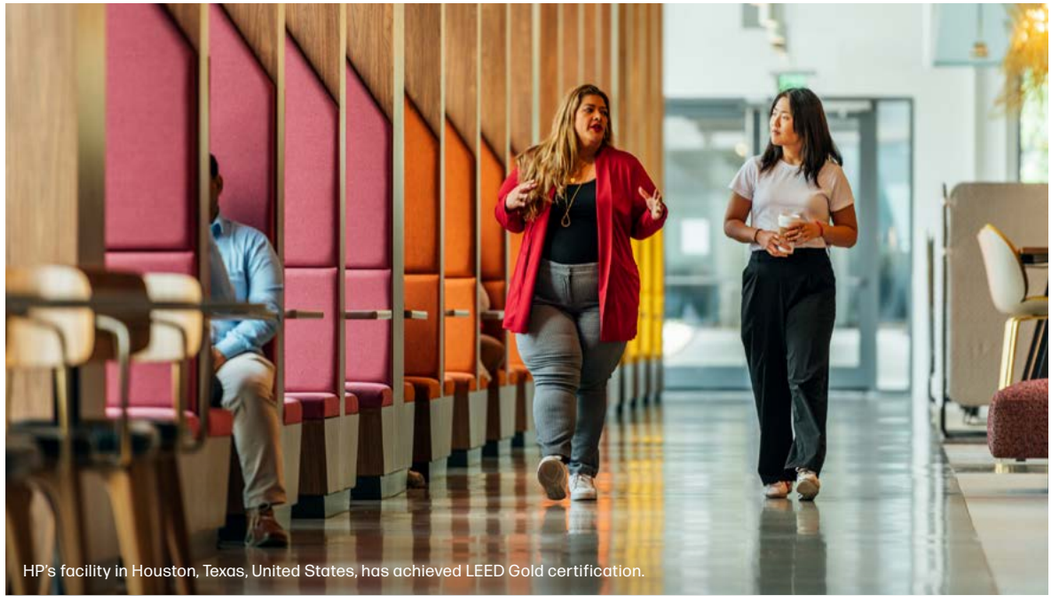
In 2022, more than 12,100 employees and agency contractors took part in 37 instructor-led courses, and completed over 36,100 sessions of web-based EHS training courses. Our training includes information about general workplace issues, as well as targeted information for specific roles.

Green buildings and facilities

When feasible, we also pursue green building certifications at HP-owned and leased facilities. As of October 31, 2022:

- Twelve sites globally had achieved Leadership in Energy and Environmental Design (LEED®) certifications for buildings, including 10 at the Gold level or above[113]
- Four sites had achieved BREEAM (Building Research Establishment Environmental Assessment Method) certifications for building, including two at the Excellent level[114]
- One location had achieved SITES certification for sustainable landscape
- One site had achieved TRUE certification for waste diversion

All new build-outs seek to meet the standard of LEED v4 Gold and/or a local equivalent (such as BREEAM). In support of these objectives, HP has developed the HP Green and Smart Construction Playbook for project managers, which provides guidance on key principles such as energy use, indoor air quality, water withdrawal, and waste recycling. We also factor environmental considerations into decisions to lease new sites, asking prospective landlords, through the HP Energy and Sustainability Survey, about features such as LEED certification, renewable energy, EV-charging stations, and water efficiency.



HP's facility in Houston, Texas, United States, has achieved LEED Gold certification.

Culture of environmental responsibility

Our employees worldwide make a vital contribution to improving our environmental performance, and employee engagement initiatives enable HP's global workforce to directly support our Sustainable Impact goals and vision. For example, during Earth Month in April 2022, we held a campaign called "Every Job is a Climate Job" to encourage all employees to explore how they can help HP meet our commitments in this area. We highlighted 25 employees as Climate Heroes whose work helped us reach our climate goals. For example, one employee developed a tool to help decrease the climate impact of HP events. Another employee created a Serviceability Scorecard to support improvement of every generation of HP PCs.

We also held three environmental volunteering sessions with more than 460 employees, focused on single-use plastic reduction and understanding the impact of climate change on Earth's atmosphere and wildlife.

Climate change risk management and strategy

HP's proactive management of short- and long-term climate change risks contributes to our ability to mitigate and build resilience against those risks. It also positions us to identify and address climate change–related opportunities.

Our president and CEO holds the highest level of oversight and direct responsibility for climate-related issues across our value chain. This includes our supply chain, global operations, and products and solutions. The CEO reviews and discusses sustainability strategy and climate-related issues with the HP board and executive leadership team.

HP's chief supply chain officer reports directly to our CEO and oversees supply chain operations, including HP Sustainable Impact & Compliance (SI&C), which develops HP's Sustainable Impact strategy. Our chief sustainability officer leads SI&C and provides day-to-day leadership in developing and driving HP's sustainability strategy, including climate-related issues, initiatives, and goals. See Governance to learn more about how Sustainable Impact is g overned at HP.

HP defines substantive climate-related financial risks through our enterprise risk management principles, which include identifying, assessing, and monitoring each risk. We assess climate-related physical, regulatory, and reputational risk exposure, as well as market access issues, in our strategy on an ongoing basis. Some examples include extreme weather, current and emerging regulation, technological innovation, and legal claims arising from disruptions or delays. Through internal assessments, we are better able to identify and monitor risks and plan for their effects.

One of our greatest strategic tools in this area relates to the development of HP's products and solutions. Through innovation and research and development, we are working toward a more circular and low-carbon economy, minimizing our environmental impact and meeting evolving consumer demand.

See HP's 2022 CDP Climate Change response for more detail.

Data

Carbon footprint (Scopes 1–3)*			
	2020	**2021**	**2022**
GHG emissions from operations (Scope 1 and 2)** (tonnes CO_2e)	171,000	159,500	151,500
Americas	41,000	39,000	37,700
Europe, Middle East, and Africa	48,100	47,300	37,000
Asia Pacific and Japan	81,900	73,200	76,800
GHG emissions intensity (Scope 1 and 2)*** (tonnes CO_2e/US$ million of net revenue)	3.0	2.5	2.4
GHG emissions by scope (tonnes CO_2e)			
Scope 1			
Scope 1 emissions, by region	50,600	48,700	46,800
Americas	39,400	38,800	37,500
Europe, Middle East, and Africa	10,600	9,200	8,800
Asia Pacific and Japan	600	700	600
Scope 1 emissions, by type			
Natural gas	21,400	22,700	21,600
Americas	19,300	20,700	19,800
Europe, Middle East, and Africa	1,800	1,700	1,400
Asia Pacific and Japan	300	300	400
Diesel/gas/oil/LPG****	300	300	100
Americas	200	100	100
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	100	200	0
Transportation fleet†	24,000	20,100	20,100
Americas	17,000	14,300	13,400
Europe, Middle East, and Africa	6,800	5,600	6,500
Asia Pacific and Japan	200	200	200
Refrigerants (hydrofluorocarbons (HFCs))††	2,100	1,900	1,000
Americas	100	0	100
Europe, Middle East, and Africa	2,000	1,900	900
Asia Pacific and Japan	0	0	0
Perfluorocarbons (PFCs)	2,800	3,700	4,200
Americas	2,800	3,700	4,200
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	0	0	0
Carbon dioxide (CO_2)	45,700	43,100	41,500
Nitrous oxide (N_2O)	0	0	100
Methane (CH_4)	0	0	0
**Scope 2 (market-based method)††† **			
Scope 2 emissions, by region	120,400	110,800	104,700
Americas	1,600	200	200
Europe, Middle East, and Africa	37,500	38,100	28,200
Asia Pacific and Japan	81,300	72,500	76,300
Scope 2 emissions, by type	120,400	110,800	104,700
Purchased electricity for operations	119,600	110,100	104,000
Americas	1,600	200	200
Europe, Middle East, and Africa	37,500	38,100	28,200
Asia Pacific and Japan	80,500	71,800	75,600
District cooling and heating (purchased) for operations	800	700	600
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	800	700	600

	2020	2021	2022
Scope 2 (location-based method)			
Scope 2 emissions, by region	203,600	198,200	196,300
Americas	60,700	55,600	57,300
Europe, Middle East, and Africa	44,900	44,700	40,600
Asia Pacific and Japan	98,000	97,900	98,300
Scope 2 emissions, by type	203,600	198,200	196,300
Purchased electricity for operations	202,800	197,500	195,600
Americas	60,700	55,600	57,300
Europe, Middle East, and Africa	44,900	44,700	40,600
Asia Pacific and Japan	97,200	97,200	97,700
District cooling and heating (purchased steam) for operations	800	700	600
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	800	700	600
Scope 3^	29,482,000	29,905,000	26,748,000
Materials extraction through manufacturing (category 1; also see Carbon: Supply chain)	17,086,000	18,221,000	16,139,000
Capital goods (category 2)	133,000	90,000	114,000
Upstream energy production (category 3)^^	51,000	53,000	52,000
Transportation (categories 4 and 9; also see Product transportation)^^^	573,000	715,000	588,000
Waste generated in operations (category 5)	1,000	1,000	1,000
Business travel (category 6)‡	20,000	3,000	15,000
Employee commuting (category 7)	155,000	140,000	88,000
Upstream leased assets (category 8)‡‡	N/A	N/A	N/A
Processing of sold products (category 10)	N/A	N/A	N/A
Product energy use (category 11)‡‡‡	11,327,000	10,537,000	9,603,000
Product end of service (category 12)	126,000	128,000	126,000
Buildings leased to others (category 13)	10,000	17,000	22,000
Franchises (category 14)	N/A	N/A	N/A
Investments (category 15)	De minimis	De minimis	De minimis

* To calculate Scope 1, Scope 2, and Scope 3 emissions, HP has followed the principles outlined in the Greenhouse Gas Protocol. Additional details on calculations and methodology can be found in the HP Carbon accounting manual. Scope 1 GHG emissions include CO_2, CH_4, N_2O, HFCs, and PFCs. No biogenic emissions are present in this category. Scope 2 GHG emissions include CO_2, CH_4, and N_2O. No biogenic emissions are present in this category. Scope 3 GHG emissions:

- Materials extraction through manufacturing (category 1), Transportation (categories 4 and 9), Product use (category 11), and Product end of service (category 12) include CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3, and represented approximately 99% of our Scope 3 emissions in 2022. Biogenic emissions are present and captured in the paper emissions factor of HP paper manufactured (category 1).
- Capital goods (category 2) includes CO_2, CH_4, N_2O, and HFCs, and represented 0.43% of our Scope 3 emissions in 2022.
- Upstream energy production (category 3), Waste generated in operations (category 5), and Business travel (category 6) include CO_2, CH_4, and N_2O, and represented 0.25% of our Scope 3 emissions in 2022.
- Employee commuting (category 7), Buildings leased to others (category 13), and Investments (category 15) include CO_2, and represented 0.42% of our Scope 3 emissions in 2022.
- Upstream leased assets (category 8), Processing of sold products (category 10), and Franchises (category 14) are not applicable to HP.

In some cases, segments do not add up to total due to rounding.

** Total includes HP's reported values for Scope 1 and Scope 2 market-based method emissions in table.

*** Emissions-intensity values were calculated using HP's annual revenue as characterized in financial reporting and Scope 1 and Scope 2 GHG emissions.

**** HP does not estimate or extrapolate diesel use for nonreporting sites.

† CO_2e emissions associated with CH_4 and N_2O account for less than 1% of total CO_2e emissions in this category.

†† HP collects all refrigerant consumption data from local facility maintenance teams company-wide, directly accounting for facilities' refrigerant leakage and use and avoiding the need for extrapolation. We use various tools and sources for global warming potential and ozone depletion values, including the Greenhouse Gas Protocol's GHG Emissions from Refrigeration and Air Conditioning tool, IPCC Second Assessment Report (1995).

††† Data in this section uses the market-based method. Due to the availability and feasibility of acquiring the data, the company only obtained utility-specific emission factors for its sites in Glasgow, UK; Geneva, Switzerland; Hong Kong; and Palo Alto, San Diego, and San Bernardino, California; Boise, Idaho; Indianapolis, Indiana; Albuquerque, New Mexico; Sandston, Virginia; and Socorro, Texas, in the United States.

^ See Methodological updates.

^^ Scope 2 GHG emissions used to calculate this category were determined using the location-based method.

^^^ This product transportation data is based on LCA-based estimates. It uses a combination of HP-specific and industry data, and includes additional upstream and downstream transportation related to our products. This data may differ from data reported by product transportation suppliers that HP contracts to deliver our products, as presented in Product transportation and Supply chain environmental impact.

^^^^ De minimis values are less than 0.25% of total Scope 3 emissions.

‡ HP's global travel agency provides values that take into account the type of aircraft, passenger load, cabin class, and miles traveled for each ticketed trip. This data also includes rail travel carriers and distance traveled. Although these values fall below our quantitative reporting threshold of 0.25% of total Scope 3 emissions and could be reported as de minimis, we choose to report this category due to our ability to directly track this data, our level of influence over these emissions, and stakeholder expectations in this category.

‡‡ All facilities are accounted for in Scope 1 and 2. Leased furniture and equipment are included in Capital goods (category 2).

‡‡‡ Scope 3 emissions from inkjet and LaserJet printers that HP manufactures for sale and service by other original equipment manufacturers are excluded from our carbon footprint. Scope 1 and 2 emissions from the manufacturing of these printers at HP-operated facilities are captured in the Scope 1 and 2 data reported in this year's report.

Water footprint*
cubic meters

	2020	2021	2022
Water consumption in HP supply chain—direct use in operations**	18,500,000	20,200,000	19,600,000
Water consumption in HP supply chain associated with the generation of electricity	38,400,000	43,000,000	42,700,000
Water withdrawal in HP operations	2,597,000	2,556,000	2,227,000
Water withdrawal associated with the generation of electricity used in HP operations	2,100,000	2,100,000	2,100,000
Water consumption associated with the generation of electricity used by HP products***	101,400,000	94,200,000	89,600,000

* Methodological updates to improve the accuracy of our carbon footprint calculations also impacted calculations in the Water consumption associated with the generation of electricity used by HP products category. Data for 2020 and 2021 are restated. See Carbon footprint for detail. Additional details on calculations and methodology can be found in the HP Water accounting manual.

** This metric reports the amount of water consumed by HP's multi-tier supply chain, and not the amount withdrawn by first-tier suppliers as reported in the Water: Supply chain section. Because water withdrawn can also be returned, water consumption is inherently lower.

*** Indirect water consumption from inkjet and LaserJet printers that HP manufactures for sale and service by other original equipment manufacturers is excluded from our water footprint. Water consumption from the manufacturing of these printers at HP-operated facilities is captured in the direct water consumption data reported in this year's report.

Supply chain environmental impact*

	2019	2020	2021	2022
First-tier production supplier and product transportation–related GHG emissions intensity**,*** (tonnes CO_2e/US$ million of HP net revenue)	74.8	73.7	70.9	Δ
GHG emissions				
Production supplier GHG emissions**** (tonnes CO_2e)				
Scope 1 and Scope 2 emissions***	3,000,000	2,700,000	2,400,000	Δ
Scope 3 emissions***, †	18,000,000	17,500,000	22,200,000	Δ
Production suppliers with GHG emissions reduction–related goals (% of spend)	94%	95%	92%	Δ
Product transportation GHG emissions†† (tonnes CO_2e)	1,250,000	1,510,000	1,620,000	1,280,000
Road (includes rail)	190,000	160,000	260,000	150,000
Ocean	90,000	100,000	90,000	90,000
Air	970,000	1,250,000	1,270,000	1,040,000
Nonproduction supplier Scope 1 and Scope 2 GHG emissions (see Carbon footprint)				
Energy use				
Production supplier energy use††† (MWh)	6,500,000	6,000,000	5,400,000	Δ
Production supplier renewable energy use (% of total energy use)	25%	26%	28%	Δ
Production suppliers that reported using renewable energy*** (% of spend)	78%	77%	84%	Δ
Water				
Production supplier water withdrawal for use***, ^ (cubic meters)	37,000,000	36,000,000	30,000,000	Δ
Production suppliers with water-related goals (% of spend)	92%	94%	94%	Δ
Waste				
Production supplier nonhazardous waste generation***, ^^ (tonnes)	146,000	126,000	117,000	Δ
Production supplier hazardous waste generation***, ^^ (tonnes)	53,000	46,000	54,000	Δ
Production suppliers with waste-related goals (% of spend)	72%	76%	69%	Δ

* In some cases, data from prior years is updated to reflect improved data—for example, revised supplier information.

** Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2.

*** Variation in this data reflects both changes in actual performance and inconsistency in reporting practices.

**** Emissions are calculated based on suppliers' reported emissions and their dollar volume of HP's business compared to their total revenue. The majority of these companies report on a calendar-year basis. Data reported here reflects extrapolation to 100% of first-tier production suppliers. Data collected for 2021 represented 96% of HP production spend. The World Resources Institute defines Scope 1, 2, and 3 GHG emissions in its Greenhouse Gas Protocol. This data differs from the product LCA–based estimates for materials extraction through manufacturing presented in Carbon footprint, which are based on a different calculation methodology and use a combination of HP-specific and industry data.

Δ This data is based on supplier reporting to CDP and other platforms. As a result, this data is not available for the most recent reporting year at the time of publication.

† Suppliers may not report all Scope 3 categories. The number of categories reported by suppliers and the completeness of reporting varies year to year.

†† The figures for product transportation GHG emissions are based on data reported by product transportation suppliers that HP contracted to deliver products. They may differ from the product LCA–based estimates presented in Carbon footprint, which are based on a different calculation methodology, use a combination of HP-specific and industry data, and include additional upstream and downstream transportation related to the company's products.

††† Total energy includes purchased energy (electricity, etc.) and generated energy (fuel use, etc.). Energy use data is calculated based on suppliers' reported energy use and their dollar volume of HP's business compared to their total revenue. Data reported here reflects extrapolation to 100% of first-tier production suppliers. Data collected for 2021 represented 94% of HP production spend.

^ This metric reports the amount of water withdrawn by suppliers, not the amount consumed by our multi-tier supply chain as reported in our water footprint. Because water withdrawn can also be returned, this footprint is inherently larger. Refers to first-tier suppliers for manufacturing, materials, and components. Withdrawal is estimated based on suppliers' reported water withdrawal and their dollar volume of HP business compared to their total revenue. The majority of these companies report on a calendar-year basis. Data reported here reflects extrapolation to 100% of first-tier production suppliers. Data collected for 2021 represented 92% of HP production spend.

^^ Waste data is estimated based on suppliers' waste data and their dollar volume of HP business compared to their total revenue. The majority of these companies report on a calendar-year basis. Data reported here reflects extrapolation to 100% of first-tier production suppliers. Data collected for 2021 represented 86% of HP production spend for nonhazardous waste and 78% for hazardous waste.

HP operations* (also see Carbon footprint)

	2020	2021	2022
Energy use			
Energy use** (MWh)	604,901	697,058	696,349
Energy intensity*** (MWh/US$ million of net revenue)	10.7	11	11.1
Direct energy use in operations (corresponds to Scope 1 emissions)** (MWh)	120,911	202,750	202,262
Natural gas	117,945	125,111	118,950
Americas	106,738	114,019	109,001
Europe, Middle East, and Africa	9,760	9,632	7,853
Asia Pacific and Japan	1,447	1,460	2,096
Renewable (generated on-site)	1,525	1,440	1,376
Diesel/gas/oil/LPG****	1,441	1,372	383
Transportation fleet–gasoline	**	52,022	46,489
Transportation fleet–diesel	**	22,804	25,389
Transportation fleet–jet fuel	Δ	Δ	9,676
Indirect energy use (corresponds to Scope 2 emissions) (MWh)	483,990	494,308	494,086
Electricity (purchased)	480,595	491,272	491,272
Americas	192,520	195,891	194,131
Europe, Middle East, and Africa	103,945	108,322	104,262
Asia Pacific and Japan	184,130	187,059	192,878
Voluntary purchases of renewable energy†	239,571	261,196	269,209
Voluntary purchases of no/low-carbon energy	0	0	0
Supplier-specific renewable energy	2,566	1,417	0
District cooling and heating (purchased)	3,395	3,036	2,815
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	3,395	3,036	2,815

	2020	2021	2022
Water			
Water withdrawal, by region (cubic meters)	2,597,000	2,556,000	2,227,000
Americas	1,126,000	1,132,000	944,000
Europe, Middle East, and Africa	252,000	163,000	118,000
Asia Pacific and Japan	1,219,000	1,262,000	1,164,000
Water withdrawal, by source†† (cubic meters)	2,597,000	2,556,000	2,227,000
Municipal water	2,307,000	2,232,000	1,945,000
Wastewater from another organization††† (NEWater)	269,000	310,000	279,000
Surface water (rainwater)	1,000	1,000	2,000
Ground water (well water)	20,000	13,000	1,000
Reused treated sewage treatment plant water^ (cubic meters)	0	0	0
Seawater	Δ	Δ	0
Produced water	Δ	Δ	0
Water withdrawal by source from areas with water stress (cubic meters)	Δ	Δ	238,000
Municipal water	Δ	Δ	237,000
Wastewater from another organization††† (NEWater)	Δ	Δ	0
Surface water (rainwater)	Δ	Δ	0
Ground water (well water)	Δ	Δ	1,000
Reused treated sewage treatment plant water^ (cubic meters)	Δ	Δ	0
Seawater	Δ	Δ	0
Produced water	Δ	Δ	0
Water withdrawal from freshwater and other sources (cubic meters)	Δ	Δ	2,225,000
Freshwater (</= 1000mg/L total dissolved solids)	Δ	Δ	2,225,000
Other water (>1,000 mg/L total dissolved solids)	Δ	Δ	0
Water withdrawal intensity^^ (cubic meters/US$ million of net revenue)	45.9	40.3	35.4
Recycled or reused water^^^ (% of total water withdrawal)	10.4%	12.1%	12.5%

	2020	2021	2022
Waste			
Nonhazardous waste, by region^^^^ (tonnes)	14,200	13,900	18,800
Americas	7,100	6,700	11,200
Europe, Middle East, and Africa	4,800	4,600	5,700
Asia Pacific and Japan	2,300	2,600	1,900
Nonhazardous waste, by type (tonnes)	14,200	13,900	18,800
Recycled ^^^^^	10,700	10,500	15,300
Landfilled	2,200	2,000	2,400
Waste to energy	1,300	1,400	1,100
Used electronic equipment recovered from HP operations‡ (tonnes)	400	500	600
Nonhazardous waste and used electronic equipment recovered from HP operations landfill diversion rate (% of total produced)			
Global	85.2%	86.4%	87.7%
Americas	90.6%	91.5%	90.1%
Europe, Middle East, and Africa	71.5%	74.9%	81.1%
Asia Pacific and Japan	95.8%	90.8%	92.4%
Composition of nonhazardous waste and used electronic equipment recovered from HP‡‡ (percentage of total)			
Paper	21%	22%	31.8%
Packaging materials	13%	23%	17.3%
Pallets	18%	11%	7.3%
Metals	5%	6%	2.8%
Used electronic equipment recovered from HP operations	3%	4%	2.9%
Other‡‡‡	15%	11%	20.0%
Waste to energy	9%	9%	5.6%
Landfill	15%	14%	12.3%
Hazardous waste‡‡‡‡ (tonnes)	6,060	7,060	7,820
Americas	1,180	1,400	1,130
Europe, Middle East, and Africa	2,010	1,730	2,020
Asia Pacific and Japan	2,870	3,930	4,670

	2020	2021	2022
Ozone depletion potential of estimated emissions# (kg of CFC-11 equivalent)	4	4	3
Americas	1	0	0
Europe, Middle East, and Africa	3	4	3
Asia Pacific and Japan	0	0	0
Number of violations of legal obligations/regulations##	1	0	0
Fines/penalties related to the above (US$)	0	0	0

* See About our operational data. In some cases, segments do not add up to total due to rounding.
** Fuel consumption from HP's transportation fleet was not included in the Direct energy use in operations figures prior to 2021.
*** Historical energy-intensity values were calculated using HP's annual revenue as characterized in financial reporting and energy use.
**** Diesel is mostly used at HP for testing generators. In limited cases, diesel is also used for long-term on-site energy generation.
Δ Data not reported prior to 2022.
† Renewable energy and RECs, excluding renewable energy provided by default in the power grid.
†† "Water withdrawal" includes municipal water, wastewater from another organization, rainwater, and well water. Water withdrawal does not include reused treated sewage treatment plant water. In the GRI framework, municipal water and wastewater from another organization are classified as third-party water.
††† NEWater is ultra-purified wastewater used in manufacturing operations in Singapore.
^ This water was used historically for landscaping and toilets.
^^ Historical water withdrawal-intensity values were calculated using HP's annual revenue as characterized in financial reporting and water withdrawal.
^^^ This includes NEWater (ultra-purified wastewater used in manufacturing operations in Singapore) as well as recycled or reused water reported by sites globally. Greywater is included, rainwater is not.
^^^^ To provide additional transparency, this report presents used electronic equipment recovered from HP operations as a separate category.
^^^^^ Reduced and reused waste materials are included in the "Recycled" category.
‡ We reuse electronic equipment when possible or recycle it responsibly through the same programs we offer customers. See Product repair, reuse, and recycling.
‡‡ HP sites report nonhazardous waste volumes and disposition based on information provided by our waste-disposal vendors. For sites unable to directly track nonhazardous waste, we estimate volumes and disposition using intensity factors based on similar operations.
‡‡‡ Includes food organics, green waste, reused materials, and donations.
‡‡‡‡ Includes all waste not sent to a municipal solid waste or recycling facility. This conservative approach classifies all waste managed by our hazardous waste vendor as hazardous, unless we can definitively determine it to be nonhazardous.
# HP collects all refrigerant consumption data from local facilities maintenance teams company-wide, directly accounting for facilities' refrigerant leakage and use and avoiding the need for extrapolation. We use various tools and sources for global warming potential and ozone-depletion values, including the Greenhouse Gas Protocol's GHG Emissions from Refrigeration and Air Conditioning Equipment tool, IPCC Second Assessment Report (1995).
This data represents safety or environmental violations from a federal or state agency.

Product repair, reuse, and recycling*

	2020	2021	2022
Overall			
Number of countries and territories with HP return and recycling programs	77	77	76
Total reuse and recycling of hardware and recycling of supplies (tonnes)	124,400	129,300	121,000
Percentage of total volume of hardware products and materials taken back that was reused or recycled by HP or by a third party (%)	91%	92%	90%
Repair and reuse			
Electronic equipment repaired** (units)	5,310,000	6,290,000	5,233,000
Electronic equipment reused*** (units)	1,280,000	2,150,000	1,860,000
Electronic equipment reused*** (tonnes)	5,900	7,200	6,700
Overall reuse rate of relevant HP hardware sales worldwide† (%)	1.0%	1.2%	1.2%
Recycling			
Total recycling of hardware and supplies (tonnes, approximate)	118,500	122,000	114,300
Overall recycling rate of relevant HP hardware sales worldwide†† (%)	16.3%	15.6%	16%
Total recycling, by region (tonnes)			
Americas	38,800	39,900	35,000
Europe, Middle East, and Africa	60,200	63,000	55,300
Asia Pacific and Japan	19,500	19,100	24,000
Total recycling, by type (tonnes)			
Hardware	106,500	108,800	100,600
Original HP and Samsung toner cartridges†††	10,600	10,300	10,900
Original HP ink cartridges†††	1,300	1,500	1,300
HP Indigo supplies	Δ	1,400	1,400
Original HP and Samsung toner cartridge recycling			
HP toner market covered by program (%)	92%	94%	89%
See composition data			
Original HP ink cartridge recycling			
HP ink market covered by program (%)	91%	89%	91%
See composition data			

* Totals include all hardware and supplies returned to HP for processing, with ultimate dispositions including recycling, energy recovery, and, where no suitable alternatives exist, responsible disposal. Original HP toner and ink cartridge recycling data is for calendar year. The remaining data is based on the HP fiscal year. Although for HP print cartridges we report the composition of recovered materials, we cannot provide this data for hardware because we do not have operational control over all recycling processes and so do not have access to this information. Recycling volumes in 2020 and 2021 were adversely impacted in some locations by lockdowns and customer behavior impacted by the COVID-19 pandemic. In some cases, segments do not add up to total due to rounding. Although we do not include data prior to 2020 in the Product repair, reuse, and recycling section, the vast majority of product hardware recycling data, and all toner and ink cartridge recycling data, reported in past years was associated with the business units that are now a part of HP Inc. Through 2015, Hewlett-Packard Company reported 1,497,500 tonnes of cumulative computer hardware and supplies recycling combined.

** Beginning in 2021, this data is based on the actual weight of every product. Prior to 2021, data was estimated based on the average weight of each product category.

*** Reused material is defined as recovered products or components of products that are used for the same purpose for which they were conceived. A reused product/part should replace a new product/part shipment, and the product/part needs to have been used by a customer and refurbished before being sent to a different user. Prior to 2021, this data also included some units remarketed to customers that had not been refurbished or used. Beginning in 2021, this data is based on the actual weight of every product. Prior to 2021, data was estimated based on the average weight of each product category.

† The reuse rate is based on the weight of hardware products returned for reuse compared to the weight of our product sales during the year. Data for 2020 and 2021 are restated to include only product reuse and not product repair.

†† The recycling rate is based on the weight of hardware products returned for recycling compared to the weight of our product sales from seven years ago (the estimated average lifespan of our products). It is impractical for HP to report the recycling rate by product category, as materials are not typically sorted at collection points. This rate also does not include packaging recycling, due to limited data available from recyclers.

††† Includes cartridges returned by customers only.

Δ Data is not available.

HP materials use in products and packaging*

tonnes

	2020	2021	2022
Electronic products	562,700	602,700	550,300
Metal	202,800	191,700	157,500
Plastic	251,500	243,900	208,300
Other**	108,400	167,100	184,400
Paper	213,300	193,900	173,200
Packaging	166,000	159,800	150,000
Total	**942,000**	**956,400**	**873,500**

* For 2020, the data in this table does not include the following products or packaging for these products: commercial, industrial, or 3D printing products; scanners; personal systems accessories sold separately; spare parts; or the weight of ink and toner in cartridges. For 2021, the data in this table does not include the following products or packaging for these products: PageWide Industrial and 3D printing products; or personal systems accessories and print accessories sold separately.

** For 2020, includes wires/cables, PCAs, LCDs, and batteries. For 2021, includes wires/cables, PCAs, LCDs, batteries, and the weight of ink and toner in cartridges, as well as the total mass of refurbished whole products and parts.

Circularity

	2020	2021	2022
Circularity for products and packaging* (%)	40%	39%	40%
Recycled content plastic in HP products** (tonnes)	27,490	32,000	32,200
Recycled content metal in HP products*** (tonnes)	Δ	3,500	4,300
Recycled fiber in HP-brand paper and packaging (tonnes)	100,800	105,700	93,500
Certified sustainably managed fiber in HP-brand paper and packaging**** (tonnes)	248,300	227,800	212,500
Reused products and parts (tonnes)	5,900	7,200	6,700

* Percentage of HP's total annual product and packaging content, by weight, that came from recycled and renewable materials and reused products and parts. 2020 data is updated to reflect the exclusion of recycled plastic in packaging. 2022 data does not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately.

** Recycled content plastic in HP products is postconsumer. Although there is recycled content in some plastic packaging, it is not included in this data because we are working to improve the data-collection process. Data from 2020 is restated to exclude recycled plastic in packaging.

*** Recycled content metal in HP products is a mix of certified pre-consumer and postconsumer. 2021 data is updated to provide more complete information.

**** This material is renewable. As defined in the GRI Sustainability Reporting Standards, renewable material is "material derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation."

Δ Data is not available.

Postconsumer recycled content plastic used in HP products*

tonnes

	2020	2021	% of total plastic use, 2021	2022	% of total plastic use, 2022
Personal systems	9,780	8,510	14.9%	11,130	22.3%
Home and office printers	8,720	12,700	8.6%	13,300	10.4%
Original HP ink cartridges	5,767	7,788	53.6%	4,560	51.6%
Original HP and Samsung toner cartridges	2,913	2,414	11.7%	2,600	14.7%
Large format and industrial printers	310	560	16.1%	550	16.7%
Total*	**27,490**	**32,000**	**13%**	**32,200**	**15.4%**

* Segments for some years do not add up to total due to rounding.

Human Rights

HP employees in Singapore at one of our production facilities.

Human Rights

Our mission

Building a culture of equality and empowerment within HP and beyond, where diversity is sought out and celebrated, and where universal human rights are understood and respected.

HP's stance on human rights is clear and uncompromising. We embrace our responsibility to respect human rights, and we continually monitor emerging human rights expectations and best practices. We believe in creating a culture of empowerment and equality within HP and beyond, and advocating for universal rights, striving for policies that fight racism, and advancing social justice. See our United Nations Global Compact submission.

Our human rights policies and practices advance our commitment to respecting human rights and engaging with rightsholders. HP's due diligence program is designed to help us identify and address potential and actual human rights issues, and spans our own operations, the nonproduction suppliers that support us, and the production suppliers that build our products.[1]

Through supplier agreements and our supply chain responsibility program, we work to improve labor conditions within supplier factories and tackle industry-wide challenges, such as forced labor and conflict minerals. We also invest in and develop capability-building programs for our suppliers that build management skills and empower workers through knowledge and access to opportunities.

Our employees are vital to HP's success, so we provide innovative training and development opportunities to build their skills and help advance their careers. By valuing and rewarding employees we drive better performance and attract and retain top talent. Our wellness program supports the broad needs of our employees, and we strive to keep them safe and healthy so they can do their best work.

HP was built on the values of diversity, equity, and inclusion. Fostering this culture within our company and with our suppliers is a business imperative and is essential to serving our customers globally. We embrace policies that support diversity in the workplace and career development for minority groups. We are committed to a culture that is not only against racism but actively antiracist, and to using HP's platform, technology, and resources as a force for positive change. We accelerate this work through the HP Racial Equality and Social Justice Task Force.

Sustainable Impact goals

Goal	Progress in 2022	SDGs
Empowered workers		
Reach one million workers through worker empowerment programs by 2030, since the beginning of 2015[2]	Through 2022, we reached 396,000 workers. Learn more.	8, 10
Social justice, racial and gender equity		
Achieve 50/50 gender equality in HP leadership, by 2030[3]	Women represented 33.3% of director-level and above positions globally (as of October 31, 2022). Learn more.	5
Achieve greater than 30% technical women and women in engineering, by 2030	Women represented 23.7% of engineering and technology positions globally (as of October 31, 2022). Learn more.	5
Double the number of Black/African American executives by 2025, from a 2020 baseline[4]	Increased from a baseline of 3.0% in June 2020 to 4.4% as of the end of 2022. Learn more.	8
Double Black/African American technical representation in the United States by 2025, from a 2020 baseline[5]	Increased Black/African American technical representation in the United States from 2.3% in 2020 to 3.1%. Learn more.	8
Meet or exceed labor market representation for racial/ethnic minorities in the United States, by 2030	Met labor market representation for Asian American and Hispanic/Latin American demographic groups; on track to increase representation in Black/African American demographic group to achieve goal by 2030. Learn more.	8
Culture of inclusion and belonging		
Maintain higher than 90% rating on internal inclusion index for all employee demographics annually[6]	Achieved a rating of 89% compared with 87% in 2021. Learn more.	8
Ethics		
Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors	99.3% of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors.[7] Learn more.	16

Advancing diversity in our supply chain

HP is committed to embracing a culture that is not only against racism, but actively antiracist, and to using our platform, technology, and resources as a force for positive change. This includes consciously partnering with diverse suppliers, whose perspectives can help us to design better products and make better decisions.

One such supplier is RLA Engineering (RLA), a preferred R&D supplier for our Print Development and Quality teams for over a decade. Ray Burney Jr., RLA's founder and president, is a native of Louisiana, United States, and a member of the state's Creole community, and served as a leader at HP for several years as a section manager. He is also a 14-year veteran of the U.S. Army and Army National Guard and a graduate of the Wisconsin Military Academy.

Ray describes RLA—the initials of his three children—as a "client-driven" company that constantly evolves to meet its customers' changing needs. Advancing the company's commitment to inclusion, RLA has also launched a diverse talent recruitment program.

When supporting HP, RLA has demonstrated resilience and creative use of diverse perspectives to deliver solutions such as component performance-testing systems, upgrades for high-resolution imaging, and modeling to improve product design. Completing these projects has helped RLA to scale its capabilities and take on larger projects for both HP and other technology clients.

Our partnership shows how close supplier relationships enhance our business: RLA has helped us solve complex problems and in turn, we have helped RLA to thrive, including by proactively introducing the company to growth opportunities. It has also informed our Racial Equality and Social Justice Task Force and global purchasing teams as we work to identify and support other diverse suppliers to create a level playing field and help close the economic divide.

> "Growing up, I was always taught the value of hard work and of finding solutions to the problems we faced on a daily basis. That spirit runs deep at RLA Engineering—we amplify our diverse perspective to help our clients succeed."
>
> **Ray Burney Jr., founder and president of RLA Engineering**

Ray Burney Jr., RLA Engineering's founder and president.

Governance and accountability

HP's chief sustainability officer and head of human rights, who both sit within HP's supply chain operations team, oversee the implementation of our company-wide human rights commitments (found within our Human Rights Policy) and the design of processes to prevent, mitigate, and remediate related potential and actual impacts. Our Human Rights Policy was approved by our president and CEO, who is a member of our Board of Directors.

Nominating, Governance and Social Responsibility Committee

The Nominating, Governance and Social Responsibility Committee (NGSRC) of the HP Board of Directors oversees HP's significant strategies, policies, positions, and goals relating to human rights, including by reviewing the results of our ongoing human rights assessments and approving HP's annual company-wide Modern Slavery Transparency Statement. The NGSRC is regularly updated on human rights–related topics, many of which are informed by internal and external human rights experts. In 2022, topics discussed included the shifting regulatory landscape regarding mandatory human rights due diligence, supply chain transparency and potential business impacts, and conflict minerals. The NGSRC also received a progress update on our human rights–related goals, with special focus on our numerous initiatives around worker empowerment, and an overview of emerging trends regarding enhanced transparency and mandatory disclosure requirements. See Governance to learn more about how Sustainable Impact is governed at HP.

Human Rights Council

HP's internal Human Rights Council reviews our ongoing human rights assessments, develops plans for continuous improvement of our human rights due diligence, and promotes the alignment, integration, and implementation of our Human Rights Policy and related programs and initiatives across HP. The Council is informed by independent external human rights experts who may share information and insights on a broad range of topics, such as human rights risks and impacts, emerging trends, governance, and remediation. The Council meets quarterly to review progress and in 2022, it was expanded to include new leaders across the business, including from human resources, global indirect procurement, supply chain operations, sales and marketing, global affairs and public policy, and environment, health, and safety.

Day-to-day implementation of HP's human rights commitments is conducted through collaboration across the company. For example, HP established a new internal, cross-functional, working-level group to help plan and implement enterprise-wide human rights actions and initiatives impacting the company's value chain. This cross-functional group consists of experts representing each of the functions on the Human Rights Council.

Human Rights Team

The head of human rights, who reports to the chief sustainability officer, oversees HP's Human Rights Team. The Human Rights Team is responsible for implementing our commitment to respect human rights in our operations and value chain. This team consists of over 25 people who are responsible for conducting our human rights due diligence, including developing programs, processes, and tools to ensure that HP suppliers comply with HP's Supplier Code of Conduct and embedding respect for human rights across HP's business, including our own operations. The Human Rights Team is also responsible for human rights reporting and provides support, guidance, and resources to internal partners, such as legal (including global affairs and public policy), procurement, human resources, and other internal stakeholders.

Human rights due diligence

Due diligence is central to our work to respect human rights across our value chain, engage with rightsholders, and address potential and actual adverse human rights impacts. Through our policies, processes, assessments, governance systems, and audit program, we seek to identify and address potential and actual adverse impacts that may result from our business activities and relationships.

Approach

Everyone across HP's value chain should be treated with dignity and respect, including our own employees, the workers in our supply chain, the customers that use our products, and the people who process those products at end of use.

Our human rights due diligence program[8] is grounded in the United Nations Guiding Principles (UNGPs); we identify and assess potential and actual adverse impacts throughout our value chain. We prioritize our efforts by focusing on our salient human rights issues—that is, the human rights that are at risk of the most severe negative impacts through our activities and business relationships. When we identify human rights risks, we integrate the findings into our internal systems and take appropriate action to cease, prevent, mitigate, and remediate these risks. We strive to engage with internal and external stakeholders in every step of human rights due diligence. Stakeholders include multi-stakeholder initiatives, rightsholders and their representatives, community members, civil society organizations, external human rights experts, and peer companies. We consider human rights due diligence an ongoing business practice, and strive for continuous improvement.

Policies and commitments

Human Rights Policy

HP's Human Rights Policy (available in 24 languages) advances our commitment to respecting human rights, engaging with rightsholders, and embedding our approach throughout our business and value chain. This policy and our Sustainable Impact strategy recognize that social and environmental issues are interconnected and share human rights dimensions.

We are committed to respecting the UNGPs and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. We are also committed to respecting internationally recognized rights as expressed in the:

- International Bill of Human Rights, meaning the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.
- International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Supplier Code of Conduct

HP's Supplier Code of Conduct (SCoC) outlines our expectations for contracted suppliers. The SCoC incorporates international labor and human rights principles and outlines HP's commitment that suppliers ensure workers associated with HP services and production have: (i) the right to freely chosen employment; (ii) the right, in accordance with local laws, to join labor unions on a voluntary basis, to bargain collectively and to engage in peaceful assembly; and (iii) the right to a workplace free of harassment and unlawful discrimination. The SCoC requires suppliers (and their suppliers) to acknowledge and implement it.

Contingent Worker Code of Conduct

HP's Contingent Worker Code of Conduct applies to all non-employees ("contingent workers") performing services for HP at an HP site, or an alternate work location such as a home office, HP customer site, or other designated HP workplace, and all suppliers of contingent workers to HP. It is also applicable to HP personnel managing the contracts and assignment of contingent workers. The Code sets out our expectations, for example by prohibiting unlawful discrimination or harassment, and charging applicant or recruitment fees, as well as interference with identity documents or passports or contingent workers' ability to resign at any time (all local country legislation and Workers Council Agreements apply).

Supply Chain Foreign Migrant Worker Standard

Foreign migrant workers are especially at risk for exploitative labor practices and forced labor. Our Supply Chain Foreign Migrant Worker Standard addresses these risks in our supply chain by requiring direct employment of foreign migrant workers by our suppliers, prohibiting retention of worker passports and personal documentation, and requiring the elimination of worker-paid recruitment fees.

Additional policies

Specialized policies and practices support our human rights commitments, including those addressing responsible minerals sourcing, human resources, diversity, equity, and inclusion, racial equality, privacy and data protection, accessibility, and social and environmental responsibility.

We comply with local laws and regulations. Where laws are silent regarding protected human rights or are less stringent than our approach, we work diligently to develop solutions that advance our commitment to respecting human rights, supporting progress wherever possible.

Training

We develop and maintain human rights–related training to help us continually enhance our approach. In 2022, 99.3%[9] of employees (including senior executives) completed annual Integrity at HP training, which included human rights–related content such as anti-harassment and nondiscrimination. For Human Rights Day on December 10, 2021, we released an employee awareness video explaining human rights and why they matter, as well as highlighting our legacy of respecting human rights at HP. We also developed and launched a new internal website to provide human rights–related materials and resources for HP's sales organization to educate sales professionals.

In 2022, we launched a new partnership with two human rights organizations, Verité and Survivor Alliance (an organization led and run by survivors of modern slavery), to develop an employee awareness training on modern slavery and human trafficking. We also began developing an internal website where all employees can learn more about human rights at HP, including training on our policies.

Our commitment to training is not limited to our own employees. We work to provide training opportunities to our suppliers and their workers, including training covering topics such as worker wellbeing, rights and responsibilities, and environmental, health, and safety awareness. See Capability building.

Audits and assessments

HP uses audits and specialized assessments to help us review supplier performance and identify where corrective action is needed. We prioritize supplier audits and assessments according to level of risk. We are founding members of the Responsible Business Alliance (RBA), base our SCoC on the RBA Code of Conduct, and use the RBA Validated Assessment Program (VAP) and audit protocol. We use RBA VAP–certified auditors, and most audits are conducted by third-party auditing firms.

Our audit and assessment approach includes engaging with a range of different entities, using audit standards and procedures to assess performance and complete corrective action where required, and integrating learnings into our capability-building and prevention programs. We assess our operations and suppliers using a variety of tools and independent third parties.

Audits

For most of our manufacturing suppliers, we conduct audits against our SCoC. The scope of on-site audits depends on the nature of the work performed by the entity and the nature of the prioritized risks. For nonmanufacturing suppliers, we may conduct audits only covering those portions of the SCoC that are relevant for the operation. For example, suppliers that provide labor or services in an office environment would be evaluated for the labor and ethics portions of the SCoC.

HP has Full Member status in the RBA. We implement the RBA Code of Conduct within our operations and our supply chains. The RBA Code of Conduct is the basis for our SCoC, which is how we communicate our human rights requirements to those with whom we contract. The SCoC is based on international norms and standards, including the UN's Universal Declaration of Human Rights, ILO standards, and the OECD Guidelines for Multinational Enterprises.

We leverage the RBA VAP and audit protocol for all the audits that we conduct involving the SCoC. Audits are conducted by RBA-certified auditors or qualified third-party auditing firms. This standardized protocol means that the process for conducting audits, interpreting findings, rating results, and instigating corrective actions is both consistent and comparable.

For example, the audit protocol requires the auditor to conduct a management system (policies and procedures) review to assess how the entity manages its operation. The auditor then examines records and data, capturing information and evidence that enable the implementation of policies and procedures to be assessed. Finally, the auditor conducts interviews with workers and supervisors to assess the rightsholders' perspectives and experiences working in the facility. This worker feedback is examined to help identify issues that may need improvement. Through this systematic assessment against the SCoC, findings are determined by triangulating the information learned from each part of the assessment. A closing meeting is held by the auditors with the entity's management team to brief them on a summary of the audit findings. A detailed audit report is prepared, which summarizes the actual findings and gaps with the SCoC. The supplier provides a detailed corrective action plan addressing all identified nonconformances, and HP works with the entity's management to address the issues identified, and confirms remedy with the employees in a closure audit.

As part of conducting due diligence and engagement with our partners, suppliers, and employees, we look to identify recurring issues, gaps, or challenges in performance that need to be systematically addressed. Integrating this knowledge into our communications, training, and capability building helps to better prevent and mitigate risks. Through our collaborations with the RBA and others, we work to build industry tools, standards, and training to support continuous improvement.

Assessments

- **Human rights risk assessments (HRRAs):** HP conducts HRRAs to identify and analyze the risks of our potential and actual adverse human rights impacts at a global level, to gain an overview of potential issue areas across the entire company. This process identifies our salient human rights issues, prioritizes our risks, and assists us in shaping our mitigation efforts.

- **Human rights impact assessments (HRIAs):** HP conducts HRIAs to build upon HRRA findings where more in-depth human rights due diligence measures are appropriate to understand our potential or actual adverse impacts, or where we want to have a more detailed understanding of a particular geographic location, supplier, or similar.
- **Desk assessment:** We use desk assessments with most entities. This type of analysis considers the type of service or activity that is involved, the country, the level of spend associated with the engagement, modern slavery indicators, and information we have about the entity itself. This base level of risk sensing helps inform our further levels of engagement.
- **Self-assessment questionnaires (SAQs):** We also conduct SAQs. The responding entity is asked to complete a questionnaire that is based on our SCoC. The SAQ can include from 100 to more than 400 questions that cover the entity's site characteristics and practices related to labor, health and safety, environment, business ethics, and their management system. Information obtained from the SAQ further helps HP to assess risk and can determine the prioritization for an on-site audit and specialized assessment. During 2022, 190 production suppliers completed SAQs.
- **Specialized assessments:** We conduct targeted supplier specialized assessments to supplement our comprehensive audits, focusing on specific risk areas including vulnerable workers (such as student, dispatch, and foreign migrant workers) and health and safety (including fire safety and emergency preparedness).

Supply chain

We focus primarily on engagement with suppliers with whom we have a direct contractual relationship. We have multi-year agreements in place with many of our suppliers. This allows us the opportunity to build supplier awareness and capability to meet our supply chain responsibility expectations, including the implementation of and adherence to policies and processes to address human rights–related risks. In turn, these agreements require that suppliers mirror our expectations with their own suppliers.

During 2022, we completed 303 supplier audits. For most of our production suppliers, we conduct full audits against our SCoC. For nonproduction and product transportation suppliers, our audits may only cover SCoC sections relevant to their operations. See Supplier monitoring and evaluation.

HP operations

In 2022, we conducted 32 audits and assessments covering labor rights at HP-owned sites, including offices, manufacturing locations, and nonmanufacturing operations. All of these audits and assessments were conducted by certified auditors, and many were conducted by third-party auditors. HP sites are required to complete an annual SAQ to identify any risks. In addition, our manufacturing operations undergo RBA VAP audits every two years.

See Supplier monitoring and evaluation.

Achieving Platinum and Gold VAP audit scores

During the year, HP's facilities in Corvallis, Oregon, United States, and Penang, Malaysia, achieved Platinum and Gold, respectively, in their VAP audit results. Achieving these distinguished levels of recognition demonstrates HP's commitment to ensuring that our own operations perform at the highest levels.

"From our CEO to each person supporting production in Corvallis, we are committed to operating our company in a sustainable and just manner. This Platinum score is a reflection of the dedication and execution of our RBA leadership team, internal auditors, contract partners, and the hundreds of workers at this site."

James Thom, Director MTO Corvallis Operations and RBA Site Lead

Salient human rights issues

HP identifies and assesses human rights issues in our supply chain, operations, and business relationships as part of our company-wide due diligence program. Consistent with the UNGPs, we conduct human rights assessments to identify potential human rights issues associated with our business. See Audits and assessments.

We consider human rights risks in our operations—related to our offices, manufacturing, and distribution operations and the suppliers that support them—that could cause or contribute to negative human rights impacts. We also consider human rights risks associated with our manufacturing and nonmanufacturing suppliers operating in their own facilities.

We prioritize our efforts by focusing on our salient human rights issues, which are the rights at risk of the most severe potential or actual negative impact through our activities or business relationships. The perspective of risk to people, not the business, is key for us in this process.

Risk assessment

Given HP's large global footprint, prioritization is critical to the effectiveness of our human rights due diligence program. We prioritize risks based on salience: the severity and likelihood of potential and actual adverse impacts on stakeholders, whether directly or indirectly. We work to continually improve our program by embedding responsible business conduct, ceasing, preventing, or remedying impact, and reporting on progress.

HP conducts human rights risk assessments and impact assessments to identify potential and actual adverse human rights impacts that HP may cause or contribute to, or may be directly linked to through a business relationship. In 2022, in partnership with external human rights experts, we completed our most comprehensive global human rights risk assessment to date, including a governance analysis. Our aim was to identify our most salient human rights risks across our value chain and to develop a roadmap to enhance our overall human rights program. The analysis spanned three distinct business lines (Personal Systems, Print, and 3D Print) and their respective upstream and downstream value chains, through all tiers. The process involved engaging with internal stakeholders to understand their priority human rights concerns, managing human rights risks within HP, and identifying opportunities for building on HP's human rights program and governance. The process also included reviewing stakeholder concerns across our industry by engaging with potentially affected external stakeholders and civil society organizations. Finally, the assessment included reviewing policies and procedures with reference both to proposed human rights laws and to how our voluntary commitments align to the UNGPs and the UN Sustainable Development Goals.

In the fall of 2022, we received the project's final results, including a mapping and weighting of human rights risks by element of our value chain and a prioritized list of recommendations to ground long-term program initiatives and strategy. The risks of forced labor, child labor, disproportionate use of force by security workers, discrimination, e-waste management, and product misuse were the salient human rights risks identified. These findings are consistent with broader industry risks, experience, and expectations. Our mitigation efforts in 2022 focused primarily on forced labor and child labor, and our work to address the remaining salient issues continues. We will report on these efforts in further detail in the future.

We are encouraged by the human rights risk assessment's findings that reinforce our strengths, such as our robust Supply Chain Responsibility program. We also welcome the opportunities highlighted for improvement, such as enhancing our governance processes and more fully incorporating human rights due diligence throughout our business. We are committed to continuous improvement, and the Human Rights Team has already started acting on the assessment's findings with a series of projects and initiatives to address the recommendations, such as expanding our Human Rights Council and establishing an internal, cross-functional working-level group to address human rights issues.

HP's approach is continually evolving to account for known and emerging issues. Through ongoing stakeholder engagement with other experts, the future of work, end product use, ethical artificial intelligence, and climate justice were some emerging issues identified that are relevant for the technology sector.

Technology and human rights

Technology has the potential to improve the lives of people around the world. However, we recognize that technology can also be used for unintended purposes or in contexts that create adverse human rights impacts.

We sell PCs and printers to consumers, businesses, and governments worldwide. These products and technologies are widely available in the market from HP and its competitors. To avoid the misuse of our products and solutions, we comply with relevant sanctions, restrictions, and embargoes imposed by national governments or international organizations across our worldwide operations. In all of our business, we prioritize the highest standards of corporate ethics, and we operate in strict accordance with all applicable laws and regulations. When others make allegations linking our business to adverse human rights impacts, we investigate the claims in line with our Human Rights Policy.

Access to remedy

Consistent with the UNGPs, we are committed to providing access to effective remedy and supporting the remedy of any actual adverse impacts that may be linked to us. We work with responsible parties, encouraging them to assess conditions and implement corrective actions. We also seek to address adverse impacts, including by collaborating with peers, partners, and suppliers on collective remedy.

Grievance mechanisms

HP maintains a strong culture of open communication and offers multiple channels for our employees and third parties, including workers in our supply chain, to ask questions and report concerns directly to HP. These include an online form, global in-country, 24-hour, toll-free phone lines with translation (available in 61 languages), text messaging (in the United States), mail, and in person. We also offer anonymous reporting options where allowed by law. We encourage anyone with a concern to speak up without fear of retaliation. Multiple communication channels make it convenient for employees and other stakeholders, such as business partners and suppliers, to ask questions or report a concern to HP. Investigations in response to grievances lodged are conducted in a comprehensive, objective manner, and are free from commercial influences. All investigations follow a process designed to ensure consistency and fairness. The investigation process may involve interviews, formal reporting, and recommendations under the oversight of the Human Rights Team, external human rights experts, human resources, legal, and relevant senior management. We do not tolerate retaliation against those who report concerns, and we expect the same from our business partners. See Reporting concerns for more information.

Out of a total of 602 formal contacts received through our operational grievance mechanism (which is open to everyone) during 2022, zero were associated with modern slavery risk in our own operations and three were associated with modern slavery risk in our supply chain. These were investigated in partnership with external experts, and one supplier was found to have a nonconformance related to an indicator of modern slavery. Learn more about our efforts combating modern slavery.

We collaborate to provide access to effective remedy and monitor reported grievances, regardless of source, through to resolution. For example, through our partnership with the Issara Institute, we conduct on-site outreach to raise awareness of available channels—workers therefore have a greater ability to actually make use of grievance mechanisms. We also track and assess allegations of potentially adverse human rights impacts that are brought to our attention outside of the formal grievance process, and take appropriate actions where allegations are confirmed.

Communicating with stakeholders

We value bilateral and multi-stakeholder dialogue and engagement, including with human rights experts and rightsholders, and partner directly with groups based on their expertise. In 2022, we engaged with multiple stakeholders to gain additional insights into our efforts related to human rights. We did this through communicating directly with a variety of external human rights experts, utilizing industry memberships, and participating in human rights events with rightsholders. These interactions inform our human rights strategy and drive our work forward.

HP engages with internal and external stakeholders about human rights topics through the following channels:

- Executive management and leadership updates, including through the Human Rights Council
- HP's website
- Articles on The Garage online magazine and social media posts
- Corporate statements and disclosures
- Public speaking events
- Mandatory employee training on subjects such as privacy and integrity
- Employee resources such as human rights websites, trainings, and tools
- Worker voice and wellbeing surveys (both for our own employees and for workers in our supply chain)

In October 2022, we launched a new stakeholder engagement initiative to share information about HP's human rights efforts, as well as to receive direct input from external experts and organizations, including with affected stakeholders and rightsholders, to enhance our human rights due diligence approach.

We disseminate human rights information to our suppliers through our supplier portal. The portal enables our suppliers to access HP policies, the SCoC, and other relevant information. We also set out our expectations in our SCoC and provide various training modules designed to strengthen supplier capability.

Strategic partnerships

We collaborate and partner with numerous organizations and initiatives to drive progress by broadening and expanding our impact, including:

Bluenumber: A nonprofit corporation that develops technological tools to facilitate data-driven human rights due diligence. The technology enables direct worker voice feedback to supplement information on working conditions identified through social audits. It also promotes "self-sovereign" digital identity, digital equity, and worker-owned data. Learn more about our collaboration.

Ceres: A nonprofit organization that works with influential stakeholders, including investors, companies, and nonprofits, to solve sustainability challenges. In 2022, we worked with Ceres to create a custom framework tool based on HP's Sustainable Impact pillars. This framework includes indicators to assess HP's progress and guide future disclosures.

Clean Electronics Production Network (CEPN):, We participate with CEPN's diverse stakeholders to understand, address, and eliminate workers' exposure to toxic chemicals in the electronics supply chain. CEPN is part of Green America's Center for Sustainability Solutions. Learn more.

Issara Institute: An NGO that tackles issues of human trafficking and forced labor through worker voice initiatives in collaboration with corporate partners. Issara's team of anti-trafficking experts allies with the private sector, civil society, and governments to address labor issues in global supply chains. See Combating modern slavery for details of our collaboration.

Leadership Group for Responsible Recruitment (LGRR): Developed by the Institute for Human Rights and Business, LGRR is a company-led, collaborative effort with expert organizations dedicated to eradicating worker-paid fees. HP, along with all LGRR members, is publicly committed to the Employer Pays Principle and its implementation throughout our supply chain.

The Mekong Club: A nonprofit organization dedicated to creating sustainable practices to address modern slavery across the globe. As a member, HP enjoys access to a range of benefits, including anti-slavery tools, resources, and consultations. We also participate in various working groups, collaborating with other brands on joint initiatives that address modern slavery.

NextWave Plastics: A consortium of multinational technology and consumer brands that aims to rapidly decrease the volume of plastic litter entering the ocean by collaboratively and transparently developing the first global network of ocean-bound plastic supply chains.

Responsible Business Alliance (RBA): A multi-industry initiative focused on the respect and promotion of worker rights. We serve on the steering committee of the RBA's Responsible Labor Initiative (RLI), helping create practices and programs that advance the RBA Code of Conduct and the capabilities of RBA's member suppliers. We also collaborate to transform recruitment markets, provide more effective and timely remedy and engagement with affected parties, and reduce the risk of forced labor in recruitment and employment.

Responsible Minerals Initiative (RMI): HP was a founding member of RMI and continues to be actively involved. This initiative works to support responsible mineral sourcing globally by providing tools and resources to companies that improve regulatory compliance, align with international standards, and support industry and stakeholder expectations. Learn more about our efforts with RMI.

Survivor Alliance: A nonprofit that empowers survivors of modern slavery and human trafficking to become leaders in the anti-slavery movement. In 2022, we worked with Survivor Alliance to develop company-wide employee training on modern slavery.

Truckers Against Trafficking (TAT): An NGO that educates and mobilizes drivers in the trucking and busing industries in the United States to identify and report potential human trafficking situations via the National Human Trafficking Hotline. These efforts have led to a significant increase in reports. HP has been a Gold Level Sponsor since 2016 and we encourage our logistics providers to promote TAT training. We are one of the few shippers that participate directly, and the only technology company to do so. Learn more.

Verité: A nonprofit that provides knowledge and tools designed to help address supply chain labor and human rights abuses. In 2022, we worked with Verité to develop employee training on modern slavery, with a focus on indicators of forced labor throughout the value chain.

NextWave Plastics

Supply chain workers

HP relies on one of the IT industry's largest supply chains, made up of hundreds of production suppliers and thousands of nonproduction suppliers.[10] Ranging from multinational enterprises to small firms, and operating in countries around the globe, these suppliers provide us with materials, components, and assembly for our products, shipping and delivery to our customers, and a wide variety of other goods and services.

We strive for an ethical, sustainable, and resilient supply chain to protect the people making our products, safeguard our business and brand, strengthen customer relationships, and create opportunities to innovate. To empower the workers in our supply chain, we invest in initiatives that increase knowledge, skills, and access to new opportunities.

Approach

We require that all workers in HP's supply chain receive fair treatment, freely chosen employment, and safe working conditions. HP's Supplier Code of Conduct (SCoC) incorporates international labor and human rights principles and is aligned with the Responsible Business Alliance (RBA) Code of Conduct. The SCoC requires suppliers (and their suppliers) to acknowledge and implement it. Contracted suppliers must adopt a management system that includes monitoring supplier compliance with the SCoC. Learn more about our SCoC and other human rights–related policies. Suppliers representing 95% of HP's total production supplier spend have gone through a social and environmental assessment.

Transparency

From PCs to printers, HP's unique products require a vast network of suppliers and partners spanning six continents and over 40 countries and territories. We have approximately 900 manufacturing suppliers and several thousand nonmanufacturing suppliers that provide goods and services in support of our operations. We were the first IT company to disclose a list of our suppliers. Our supplier list includes the names and locations of the suppliers that represent 95% of our production supplier spend.

In addition to this report, we disclose information about our supply chain responsibility and human rights performance through our annual SEC Conflict Minerals Report, Modern Slavery Transparency Statement, Report on Cobalt, and other human rights–related voluntary disclosures. We also provide tailored supply chain responsibility information to our customers and channel partners to help them achieve their sustainability and human rights goals.

Supplier Sustainable Impact Scorecard

Our Supplier Sustainable Impact Scorecard (Scorecard) is intended to set expectations and drive improved performance through consistent, comprehensive, and actionable feedback. This tool provides suppliers with a score that encompasses audit performance; environmental and human rights governance, transparency, goal setting, and performance; conflict minerals management; and other social and environmental topics. Results are summarized across multiple dimensions and contribute to a supplier's overall procurement score, which impacts the supplier's relationship with HP and ongoing business. Suppliers discuss their Scorecard with HP as part of regular business performance evaluations throughout the year, and receive additional points if they demonstrate sustained improvement.

Revised periodically to reflect HP's increased expectations and emerging regulations, the Scorecard process encourages continuous supplier improvement. During 2022, average scores for final assembly suppliers increased by 3 percentage points compared to 2021, and average scores for commodity suppliers remained the same. Sustainable Impact Scorecards applied to suppliers representing 61% of our production spend. Leaders within our supply chain operations team are briefed on suppliers' Scorecard results. See Data for full results.

Worker rights

We continually deepen our understanding of the social and economic factors that lead to labor concerns, and focus on areas of risk where we can have the most influence. We collaborate with organizations and government agencies with local expertise to promote long-term, scalable solutions. Our primary focus areas are preventing forced labor and protecting workers' rights.

We communicate openly with workers and management in our supply chain to identify and understand workers' questions, concerns, and priorities. We train our procurement teams, supplier managers, and other employees to be vigilant and report instances of practices that may not meet our standards. In 2022, we continued to prioritize building additional communication channels to collect more extensive worker feedback that will inform future human rights programming. Learn about our capability-building efforts.

Worker empowerment

HP is building upon our existing human rights compliance model with deeper engagement and partnership with our suppliers and their workers. This involves further incorporating suppliers and their workers into our systems, and continuing to drive dignity and respect for every individual across our value chain. In partnership with our suppliers, HP has improved upon existing systems and environments that enable worker wellbeing, support opportunity for advancement, elevate worker voice, and promote workers' agency regarding their choices and careers.

Our worker-centric approach is designed to ensure workers are aware of their fundamental human rights, and move toward developing work and life skills which enable them to pursue wider career options as well as higher quality of life and wellbeing. This approach is intended to contribute to increased commitment, self-esteem, confidence, and job satisfaction of those making our products.

It is also important that our suppliers understand and uphold HP's human rights expectations and commitments, and cascade these high standards to their own suppliers. In addition to meeting HP's expectations, this may also result in reduced turnover rates, as well as improved communication and productivity at the supplier.

We will reach one million workers through a combination of HP and supplier worker empowerment programs, deployed, assessed, and stewarded over time. These efforts will highlight the stories of workers and appropriately reflect the complexity of HP's global supply chain and the people who work within it. HP will continue to add innovative worker empowerment programs and drive business progress toward the UN Sustainable Development Goals.

HP worker empowerment scope

Wellbeing
Workers have knowledge of their rights and the procedures that enable physical safety and mental health in the workplace.

Voice
Workers have their voices heard and considered, with access to legitimate, predictable, equitable, transparent, and rights-compatible grievance mechanisms with a dialogue that is culturally appropriate.

Agency
Workers have the ability to make choices about their work and career and to act on those choices.

Opportunity
Workers have the opportunity to improve professional and personal skills to enable their advancement.

2030 goal

Reach one million workers through worker empowerment programs by 2030, since the beginning of 2015[11]

Progress in 2022
Through 2022, we reached 396,000 workers.

Million Makers

In 2022, HP piloted the Million Makers Program (Million Makers), to elevate worker voice and respond to any concerns raised. Million Makers is the result of our partnership with Bluenumber and a cohort of other nonprofit organizations with the goal of addressing the potential risk of forced labor through the use of advanced risk-sensing technologies. Bluenumber enables workers to own, manage, and benefit from their digital identity. Using this technology, Bluenumber gathers verifiable data directly from workers about their working conditions, specifically forced labor, in compliance with local law. Workers respond to surveys using their own unique identifier, and the data received by Bluenumber is aggregated and analyzed by a cohort of human rights specialists including The Mekong Club, Be Slavery Free and Unseen UK. The cohort assists us to address any identified risk trends and provides ongoing advisory services to HP, including a report summarizing findings and recommendations.

Capability building

In collaboration with NGO partners and other external organizations, we provide programs designed to help suppliers continually improve along their sustainability journeys. These efforts reached 46,000 workers through capability-building programs in areas such as worker wellbeing, rights and responsibilities, and environmental, health, and safety (EHS) awareness. This included more than 4,200 employees at customer support–related and other nonproduction suppliers who completed training on the HP SCoC.

During 2022, we conducted several capability-building training programs, including:

- RBA Code of Conduct training, delivered to supply chain and global infrastructure partners, reaching 38,000 workers. The training was designed to ensure that workers understand their rights and managers their responsibilities, and that necessary management systems are in place.
- Rights and Responsibilities training, delivered through a digital learning platform in partnership with Quizrr, reached 6,900 workers during the year. Since its launch in 2021, this initiative has delivered interactive and engaging learning solutions for factory workers of suppliers located in China and Thailand.
- The HP Worker Wellbeing Survey, launched in 2022, helps to inform our understanding of workers in our supply chain and improve our collaborations with suppliers to deliver better working environments. The survey focuses on three primary areas: career progression and worker motivation, worker mental and physical health, and general engagement levels, such as worker satisfaction. We conducted the pilot survey in China with around 450 workers and plan to scale it to other countries and sites in 2023. The results of this survey will inform our worker empowerment programs and assist us in prioritizing our initiatives.
- Forced labor training, delivered in collaboration with Intel, Hewlett Packard Enterprise, Western Digital, and Seagate to 700 workers, designed to help suppliers understand the manifestations of forced labor in the electronics industry. It also provided an update on RBA standards and requirements and international legal standards on forced labor. Finally, it provided an exploration of the key principles and approaches to developing an effective forced labor remediation plan.

Combating modern slavery[12]

As part of our commitment to addressing modern slavery, we start with our own operations and suppliers while striving to collaborate more broadly in ways that drive positive change. Modern slavery can manifest itself in multiple ways, including through debt bondage, forced labor, and human trafficking. In our Modern Slavery Transparency Statement, we discuss our efforts to address modern slavery during the fiscal year ended October 31, 2022.

Where significant risks are identified, we work with suppliers and partners to address challenges and enact risk-mitigation plans. In 2022, six suppliers, located in Singapore, Malaysia, and Taiwan, were found to have nonconformances associated with indicators of modern slavery with regard to foreign migrant workers. Four suppliers charged fees prohibited by our SCoC and Supply Chain Foreign Migrant Worker Standard, including recruitment, travel, medical, and accommodation fees. One supplier withheld passports and one month of workers' wages, also in violation of the SCoC and the Supply Chain Foreign Migrant Worker Standard. A final supplier was found to have required forced overtime for security workers. In partnership with the RBA, we immediately addressed the issues in accordance with the policies and procedures laid out above by requiring the supplier to stop the prohibited practices, revise their policies for hiring foreign migrant workers (including confirming that workers will not pay fees going forward), and communicate the revised policies to their workers. Once suppliers confirm they have completed the requested corrective action, an onsite visit is scheduled to verify. As part of the investigation and remediation process, there is third party verification of the total number of workers impacted, as well as the amount and types of fees they paid. HP and the RBA worked with the suppliers to provide remedy to the workers. As a part of addressing immediate priority findings, HP has confirmed remedy to more than 200 workers in our supply chain, including approximately US$0.8 million in fee repayments in 2022. Since 2018, HP has confirmed remedy to nearly 9,000 workers including over US$4 million in supplier repayments.

In addressing the risk of modern slavery, we focus primarily on engagement with suppliers with whom we have a direct contractual relationship. We have multi-year agreements in place with many of our suppliers. This allows us the opportunity to build supplier awareness and capability to meet our supply chain responsibility expectations, including the implementation of and adherence to policies and processes to address the risk of modern slavery. These agreements require in turn that our suppliers mirror our expectations with their upstream suppliers.

The HP Supplier Sustainable Impact Scorecard is used to measure and incentivize supplier performance on a range of factors including audit results and other performance metrics. Revised periodically to reflect HP's increased expectations, the Scorecard process encourages continuous supplier improvement. Learn more about our Scorecard. Suppliers who have exceptional performance in these areas realize a benefit in their commercial relationship with HP. Leaders within our supply chain operations team are briefed on suppliers' Scorecard results. The Scorecard evaluation process takes place regularly throughout the year.

As an example of our programs in this area, in 2019, we launched a partnership with Issara Institute, a nonprofit organization that helps tackle issues related to human trafficking and forced labor, to support the monitoring of recruitment processes at HP suppliers in Myanmar. In 2021, we focused on worker voice, benefiting from Issara's expertise to help understand and address worker concerns and improve factory worker-management communication as we continued to address border closures due to COVID-19. Our partnership continued into 2022, during which we prioritized worker voice and rightsholder engagement, helping us to better understand and address worker concerns with regards to working conditions, recruiting experience, and factory worker–management communication. Issara's partnership also includes monitoring the recruitment processes in the Myanmar–Thailand corridor as the border reopens.

To support and advance supplier due diligence, in collaboration with the Responsible Labor Initiative, we sponsor a two-part forced labor training program, which aims to help suppliers understand the current manifestations of forced labor indicators in the electronics industry and raise understanding about emerging standards and requirements following the pandemic. The training also defines the key principles and approaches to forced labor remediation, as well as the importance of ensuring effective remediation for violations of recruitment fees standards.

Process chemicals

As part of our commitment to respecting human rights, we engage with our suppliers to strengthen knowledge and best practices in health and safety. We take a science-based approach to assessing the potential human health and environmental impacts of substances used in making HP products.

In 2022, we continued to focus on implementation of a comprehensive worker safety strategy to address process chemicals. Suppliers are required to follow the manufacturing process chemical use restrictions outlined in HP's General Specification for the Environment (GSE). Additionally, our SCoC requires suppliers to employ robust management systems to catalog and evaluate process chemicals, eliminate or manage hazardous substances, demonstrate that analyses of safer alternatives were conducted when a hazardous chemical is being used, and provide workers with essential personal protective equipment and training. We gather data from our suppliers about process chemicals and implement corrective actions as needed.

We encourage suppliers to switch to safer choices, such as changing from solvent-based to water-based paints. In situations where the use of hazardous chemicals is currently unavoidable, we help suppliers identify preferable alternatives through our alternative materials assessment program.

To drive progress across the industry, we are a founding member of the CEPN, facilitated by the NGO Green America. This collaborative, multi-stakeholder effort developed a program to assess the use of process chemicals, strengthen the culture of worker safety and engagement, reduce worker exposure to identified priority process chemicals, substitute those chemicals with safer alternatives within manufacturing processes, and ultimately reach deeper into supply chains.

Process Chemicals Data Collection Tool
Many facilities in our supply chain have already collected data on process chemicals use with the Process Chemicals Data Collection Tool. Data reported includes chemical product ingredients, percentage composition, use and controls, and hazard identification. We have worked with suppliers to assess hazards using the GreenScreen® for Safer Chemicals and to switch to safer alternatives where necessary.

Worker engagement and participation
The commitments toward elimination and substitution of priority chemical substances have been communicated to the workers. In addition, several facilities have also established safety committees at various maturity levels to create opportunities for workers to engage in promoting workplace safety related to chemical management that involves around 19,000 workers in production.

Improving supply chains together

In early 2021, we committed to taking collective action to protect workers in our global supply chain from exposure to hazardous process chemicals as one of the three Founding Signatories of CEPN's Toward Zero Exposure program, which has been developed with sustainability and social responsibility leaders—including HP. Through the program, electronics brands and suppliers commit to aligned, structured, long-term practices that will protect workers throughout the manufacturing process from exposure to potentially hazardous chemicals.

In 2022, progress included directly removing exposure to certain hazardous chemicals and impacting how global organizations measure, track, and communicate about process chemicals. See CEPN's Toward Zero Exposure report for more information.

In 2023 companies will continue to focus on eliminating or substituting the first nine priority chemicals, collecting data on use of manufacturing process chemicals, and expanding worker engagement and participation.

Supplier monitoring and evaluation

We monitor and evaluate our suppliers in multiple ways to understand performance, identify and address issues, and drive ongoing progress.

- **The supplier Self-Assessment Questionnaire (SAQ)**: We conduct SAQs which include detailed questions around social and environmental management and practices and is based on our SCoC. Learn more.
- **Coaching, specialized training, data collection, and ongoing dialogue**: Using these mechanisms, we engage with suppliers to help them develop and maintain robust management systems to address root causes of key risks and challenges. Learn more.
- **KPI monitoring program**: We collect data from high-risk supplier sites weekly on key issues such as working hours, day of rest, and student workers. This data supports our supplier collaboration efforts to drive ongoing improvement. See results.
- **KPI validation assessments**: These assessments help verify data collected as a part of our KPI monitoring program.
- **Supplier audits**: Our supplier audits measure conformance with all provisions of the HP SCoC in the areas of labor, health and safety, environment, ethics, and management systems. Learn more.
- **Specialized assessments**: We conduct targeted supplier specialized assessments to supplement our comprehensive audits. These assessments are risk-based, focusing on topics such as foreign migrant workers and student workers. Learn more.
- **Health and safety assessments**: These assessments focus on identifying potential health and safety risks, such as occupational safety and emergency preparedness and control of flammables.
- **Onboarding assessments**: Using our SCoC as the foundation, this simplified assessment for new suppliers or supplier sites helps identify potential risks for what HP considers the most important areas of the SCoC. This initial assessment helps prevent overwhelm for new or smaller suppliers, and aims to build their maturity and prepare them for future full audits.
- **Vulnerable worker group (student and foreign migrant worker) assessments**: This deep-dive assessment focuses on student and foreign migrant workers, who are vulnerable worker groups in the supply chain, and pinpoints potential risks during the recruitment, employment, and repatriation of workers.
- **Priority screening assessments**: This focused assessment is a subset of a full RBA audit that focuses on what HP considers to be the high-priority risks, such as freely chosen employment, occupational safety, and hazardous substances.

Suppliers representing 95%

of HP's total production supplier spend have gone through a social and environmental assessment.

Audit and assessment results

In 2022, we completed 303 audits of production suppliers, product reuse and recycling vendors, and nonproduction suppliers, as well as 14 other assessments of production suppliers. Travel and factory restrictions, as well as office closures related to COVID-19, decreased our ability to conduct these activities. During the year, 76% of production supplier audits were third party–certified RBA VAP audits.

We see a wide range of maturity levels in our audits, which are scored on a scale of 0–200. In the RBA Factory Lead Certification Program, suppliers with scores from 160 to 180 are eligible for a Silver certification, and those with scores above 180 for a Gold certification (including 34% of supplier facilities audited in 2022).

Sustainability audits, 2022*

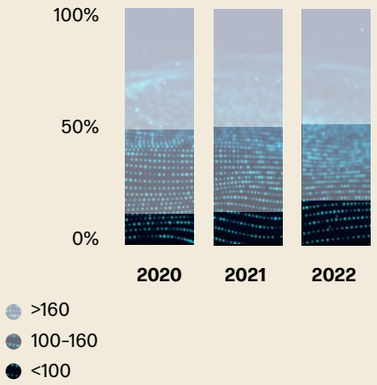
	Initial audits (initial evaluations of conformance)	Follow-up audits (addressing nonconformances identified in any corrective action plans)	Full re-audits (comprehensive reassessments)
Product supply chain			
Production suppliers	49	46	70
Product transportation suppliers	10	0	0
Product reuse and recycling vendors	20	0	31
Nonproduction suppliers			
Suppliers supporting HP manufacturing (on HP premises)	24	0	0
Suppliers supporting HP offices (on HP premises)	4	0	0
Service suppliers (on third-party premises)	45	1	0
HP operations			
HP manufacturing sites	2	0	1
HP offices	0	0	0

* Audits of production suppliers and suppliers supporting HP manufacturing followed the RBA Code of Conduct either 6.0 or 7.0 (released during 2021) audit protocols. We contract with Environmental Resources Management (ERM) to audit product reuse and recycling vendors for conformance with the following policies and vendor standards: Export of Electronic Waste to Developing Countries Policy, HP Supplier Code of Conduct, and HP reuse and recycling standards. See Product repair, reuse, and recycling for detail. Audits of nonproduction suppliers supporting HP offices, off-site third-party nonproduction suppliers, and HP offices were focused on labor, ethics, and management systems.

Production supplier specialized assessments, 2022

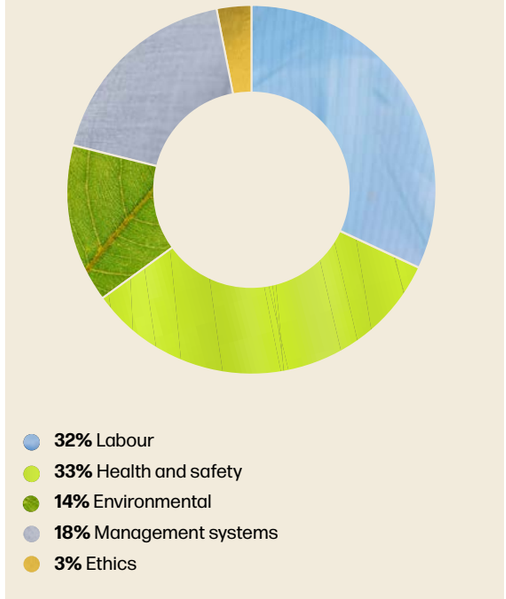
Health and safety assessments	1
Onboarding assessments	4
Vulnerable worker group (student and foreign migrant worker) assessments	3
KPI validation assessments	5
Priority screening assessments	1

Distribution of scores of initial audits and full re-audits*



* Data is from initial audits and full re-audits of production suppliers.

Distribution of nonconformances and findings by section of HP Supplier Code of Conduct, 2022* percentage of total



* Includes immediate priority findings, nonimmediate priority nonconformances, and major nonconformances identified. Data is from initial audits and full re-audits of production suppliers conducted in 2022. Due to our two-year audit cycle and changes to HP's supplier base, data typically does not represent the same supplier sites as the previous year.

Overall, two-year average audit scores have decreased, driven by the integration of new suppliers and their initial audit scores. Advancing social and environmental standards and enhancing capabilities across our supplier base is complex and requires long-term commitment. As we expand our human rights due diligence program and efforts throughout our supply chain, we will continue to work closely with new suppliers to advance their supplier responsibility programs.

From 2020 to 2022, the percentage of production supplier initial audits and full re-audits that scored above 160 decreased from 51% to 49%. The average score during that period decreased from 151 to 137. Thirty-one audits during 2022 were of final assembly supplier sites. Of these, 55% scored over 160, 26% scored between 100 and 160, and 19% scored under 100. The other 88 audits during 2022 were of commodity supplier sites. Of these, 47% scored over 160, 34% scored between 100 and 160, and 19% scored under 100.

Immediate priority findings

Immediate priority findings[13] are the most serious type of direct supplier nonconformance, and require immediate action. In 2022, we identified 12 immediate priority findings, equivalent to 0.1 findings on average for each initial audit and full re-audit of production suppliers conducted. There were three issues related to the charging of recruitment fees, one related to forced overtime, one related to fire detection, and seven related to fire exits. We required the issues to be immediately addressed, and are working with the suppliers to complete remediation and implement corrective actions to adjust their management systems.

Other findings

In 2022, audited suppliers showed no major nonconformances for child labor risks. During the year, 119 initial audits and full re-audits of production suppliers conducted identified 1,046 other priority and major nonconformances, equivalent to 8.8 per audit on average.[14] Six provisions (see table on the next page) out of 45 total represented 52% of all major nonconformances identified. We focus on these and other areas that have the greatest potential for improvement.

HP requires suppliers to provide a detailed corrective action plan addressing all identified nonconformances within 30 days of receipt of the site audit report (except immediate priority findings, which are addressed expeditiously), and has processes in place to monitor progress and subsequent closure of nonconformances. For details, see the RBA VAP Operations Manual and Supply chain responsibility: Our approach.

Issues with lowest rates of conformance of sites audited, 2020 and 2022*

Issue	Rate of conformance 2020**	Rate of conformance 2022**	HP's approach
Working hours	19%	34%	Excessive working hours remains the most pressing labor challenge in our supply chain, especially around times of peak production and labor shortages. Workers often voluntarily work long hours to earn more money, and suppliers may lack effective management systems in this area. Among suppliers in our KPI program (80 at the end of 2022, representing approximately 85,100 workers), 96% met our requirements related to working hours in 2022, compared to 95% in 2021.*** This increase demonstrated the ability of KPI program members to effectively manage this issue in the context of changing production demands during continuing challenges.
Emergency preparedness	57%	48%	Nonconformances include items such as blocked exit doors, missing or poorly lit exit signs, lack of fire exit instructions, and missing or defective emergency equipment. Most can be quickly remedied, while some take longer, such as replacing all fire exit doors. We supplement our audits with specific health and safety assessments.
Occupational safety	62%	56%	Nonconformances related primarily to current safety permits and first aid response reporting. Suppliers must have tracking mechanisms and keep documentation of remediation and compensation provided to workers involved in an incident. A supplier with a nonconformance must also prove that training has been conducted, or will be conducted within 180 days.
Wages and benefits	53%	59%	In countries without a set minimum wage, the industry prevailing wage applies. The most common issue in wages and benefits is suppliers not paying appropriate social insurance. Examples of corrective actions related to wages and benefits include maintaining documentation of pay stubs and employer contributions to worker insurance schemes, and worker communication.
Supplier responsibility	77%	67%	Suppliers must communicate RBA Code of Conduct requirements to the next-tier of suppliers and have adequate and effective processes to ensure that major next tier suppliers implement the Code. Corrective actions include establishing proper procedures to communicate requirements and ensuring that major next-tier suppliers implement the Code.
Hazardous substances	77%	70%	Suppliers must properly label and store all hazardous substances in their facilities. Corrective actions may include development of inventory management systems, maintaining a list of approved chemicals, use of auditor-verified vendors, and education on legal restrictions related to material use. During 2022, we continued to work directly with suppliers that had nonconformances in this area to help them fully understand our requirements and resolve the issues. We also committed to the Toward Zero Exposure program in collaboration with CEPN in 2021. Through the program, electronics brands and suppliers commit to aligned, structured, long-term practices that protect workers throughout the manufacturing process from exposure to potentially hazardous chemicals. See Process chemicals.

* Data is from initial audits and full re-audits of production suppliers conducted in 2020 and 2022. Due to our two-year audit cycle and changes to HP's supplier base, data typically does not represent the same supplier sites as the previous cycle.

** Percentage of sites with no immediate priority findings, nonimmediate priority nonconformances, or major nonconformances identified.

*** The HP KPI program measures the performance of HP production lines at participating supplier facilities, and not the overall performance of those facilities. In contrast, initial audits and full re-audits assess the overall performance of supplier facilities where other brands in addition to HP may also manufacture products.

Rates of conformance of sites audited, 2020 and 2022*

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2020**	Rate of conformance of sites audited, 2022**
Labor	**84%**	**82%**
Freely chosen employment management systems	91%	84%
Risk of forced labor	91%	89%
Young worker protection management systems	98%	91%
Risk of child labor	100%	100%
Working hours	19%	34%
Wages and benefits	53%	59%
Humane treatment	100%	94%
Nondiscrimination management systems	96%	81%
Risk of discriminatory practices	96%	97%
Freedom of association	98%	89%
Health and safety	**81%**	**77%**
Occupational safety	62%	56%
Emergency preparedness	57%	48%
Occupational injury and illness	74%	79%
Industrial hygiene	85%	87%
Physically demanding work	100%	92%
Machine safeguarding	96%	83%
Dormitory and canteen	75%	74%
Health and safety communication	100%	95%
Environmental	**94%**	**85%**
Environmental permits and reporting	94%	87%
Pollution prevention and resource reduction	100%	92%
Hazardous substances	77%	70%
Wastewater and solid waste	92%	89%
Air emissions	98%	84%
Storm water management	98%	87%
Energy consumption and GHG emissions	98%	88%

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2020**	Rate of conformance of sites audited, 2022**
Ethics	**99%**	**97%**
Business integrity	98%	97%
No improper advantage	100%	96%
Disclosure of information	100%	95%
Intellectual property	100%	98%
Fair business, advertising, and competition	100%	98%
Protection of identity and nonretaliation	100%	97%
Responsible sourcing of minerals	100%	95%
Privacy	100%	99%
Management systems	**95%**	**89%**
Company commitment	98%	97%
Management accountability and responsibility	96%	90%
Legal and customer requirements	94%	88%
Risk assessment and risk management	94%	90%
Performance objectives with implementation plan and measures	94%	85%
Training	96%	94%
Communication	98%	92%
Worker feedback and participation	100%	92%
Audits and assessments	96%	85%
Corrective action process	96%	92%
Documentation and records	100%	97%
Supplier responsibility	77%	67%

* Data is from initial audits and full re-audits of production suppliers conducted in 2020 and 2022. Due to our two-year audit cycle and changes to HP's supplier base, data typically does not represent the same supplier sites as the previous cycle.

** Percentage of sites with no immediate priority findings, nonimmediate priority nonconformances, or major nonconformances identified. Data refers to the RBA Code of Conduct 6.0 or 7.0 (released during 2021).

Responsible minerals sourcing

We have adopted industry-leading policies and monitoring practices related to the responsible sourcing of minerals and are broadening our vigilance beyond conflict minerals to a wider range of minerals and geographies. Through collaborative efforts, we aim to expand the market for responsibly sourced minerals, including those originating from conflict-affected and high-risk areas (CAHRAs).

Conflict minerals[15]

Any connection between the materials used in HP products and armed violence or human rights abuses is unacceptable. Across our complex, global, multi-actor supply chain, we have the most influence over our direct suppliers. However, in the case of trace and precious minerals, we recognize that we must work to influence the practices of those much deeper in the supply chain.

Approach

While conflict minerals are rarely used in large volumes in any one IT product or by one company, the tantalum, tin, tungsten, and gold (3TG) produced from them are found in relatively small amounts in virtually all electronic products. We are typically 4–10 supply chain stages removed from the smelters that purchase the ores and process them into metals. For this reason, HP works with peers across the IT industry to collectively engage the entire supply chain in efforts to eradicate minerals that may have directly or indirectly supported armed groups, and to promote responsible sourcing of minerals regardless of origin.

HP supports retention of the U.S. conflict minerals reporting framework as an economic driver for smelters to responsibly source minerals in the Democratic Republic of the Congo (DRC) and surrounding countries. In the EU, we support the Conflict Minerals Regulation, which appropriately focuses on responsible smelter sourcing regardless of country of mineral origin, including CAHRAs worldwide.

We do not support de facto embargoes of minerals from the DRC and adjoining countries, or from other conflict-affected regions. We believe it is more effective to use our leverage (independently as well as through cross-industry collaborations) to address issues and promote positive change. This helps to protect people in those regions while maintaining their economic opportunities. We are actively involved in the RMI and support its efforts to engage with government stakeholders.

Eliminating conflict-related risks from our supply chain

Promoting best practices by smelters is the most direct way to address the risk of conflict minerals entering our supply chain. We require our suppliers to source 3TG for HP products only from smelters that comply with the RMI's Responsible Minerals Assurance Process (RMAP), which requires a third-party sourcing audit. Presence on the RMI conformant list demonstrates a smelter's conflict-free status.

We designed our due diligence measures to conform with applicable portions of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition, OECD 2016) and the related Supplements, which is an internationally recognized due diligence framework. The design of these measures took into account HP's downstream position in the minerals supply chain, the OECD recommendations for downstream actors that have no direct relationships to smelters or refiners, and the use of independent assessment programs to provide information about smelters or refiners.

Our relatively small use of these metals decreases our influence, so we encourage all industries that use these materials to demand conflict-free 3TG. We will continue to work with our suppliers and industry groups to drive demand for conflict-free sourcing, regardless of whether the minerals originate in the DRC or elsewhere.

We promote conflict-free minerals in our supply chain by:

- Requiring our production suppliers of goods containing 3TG ("3TG suppliers") to require their smelters to undergo third-party sourcing audits and use only smelters that are RMAP conformant
- Encouraging all smelters that purchase and process mineral ores to undergo third-party sourcing audits
- Supporting multi-stakeholder collaboration to establish secure, conflict-free sources of 3TG ores from the DRC

Suppliers

HP sets clear requirements of 3TG suppliers in our Supply Chain Social and Environmental Responsibility Policy (which includes our Conflict Minerals Policy), GSE, and SCoC.

We assess these suppliers' responses to the RMI Conflict Minerals Reporting Template, which gives companies a common format for sharing information about 3TG sources with business partners and suppliers across the supply chain. We require corrective action from suppliers where needed, and provide them with training upon request. If any 3TG supplier reports sourcing from a smelter that triggers one of our potential risk indicators, we work with the supplier to establish whether unverified material is potentially used in HP products. When we identify a risk of this occurring, we require the supplier to remove the smelter from our supply chain. If a supplier is nonresponsive, we use our procurement leverage to engage the supplier and improve performance.

Smelters

To identify and disclose the smelters and refiners in our supply chain, between January and December 2022 HP surveyed suppliers that contributed material, components, or manufacturing for products containing 3TG. Each smelter or refiner reported was identified in at least one of the RMI Conflict Minerals Reporting Templates we received.

Performance

In 2022, we received acceptable responses to RMI Conflict Minerals Reporting Templates from suppliers representing about 99% of our 3TG procurement spend, including both final assembly and commodity suppliers. These responses detailed 263 3TG facilities, greater than 94% of which were compliant or in the process of becoming compliant with an independent assessment program, and/or we reasonably believe exclusively source conflict minerals from recycled or scrap sources or from outside of the Covered Countries (as of March 2023).

U.S. Securities and Exchange Commission (SEC) Conflict Minerals Report

In May 2023, we filed our Form SD and Conflict Minerals Report with the U.S. SEC, disclosing our due diligence efforts and results. See our SEC Conflict Minerals Report.

Progress toward DRC conflict-free, 2022

Type of facility	Total	Progress toward DRC conflict-free*	Percentage
Tantalum	33	33	100%
Tin	76	67	88%
Tungsten	42	38	90%
Gold	112	110	98%
Total	**263**	**248**	**94%**

* Number of total 3TG facilities in HP Conflict Minerals Report 3TG facility list that were either RMAP compliant or in process of becoming compliant, and/or that we reasonably believe exclusively source conflict minerals from recycled or scrap sources or from outside of the Covered Countries (as of March 2022).

Status of all supplier-reported 3TG facilities*

	2020	2021	2022
Unknown	1	6	15
Believed to source recycled/scrap or from outside of the Covered Countries	2	9	18
Compliant or in process**	247	252	230

* As of March 2023.

** Smelters or refiners listed by RMI as currently RMAP compliant (including certification or accreditation by similar independent assessment programs cross-recognized by RMAP, such as the Responsible Jewellery Council's Chain of Custody certification program or the London Bullion Market Association's Responsible Gold Guidance) or in the process of becoming RMAP compliant.

Multi-stakeholder initiatives

Sourcing minerals responsibly requires globally coordinated efforts across sectors and industries. We collaborate widely with businesses, NGOs, government agencies, and our production suppliers to advance the use of responsibly sourced minerals.

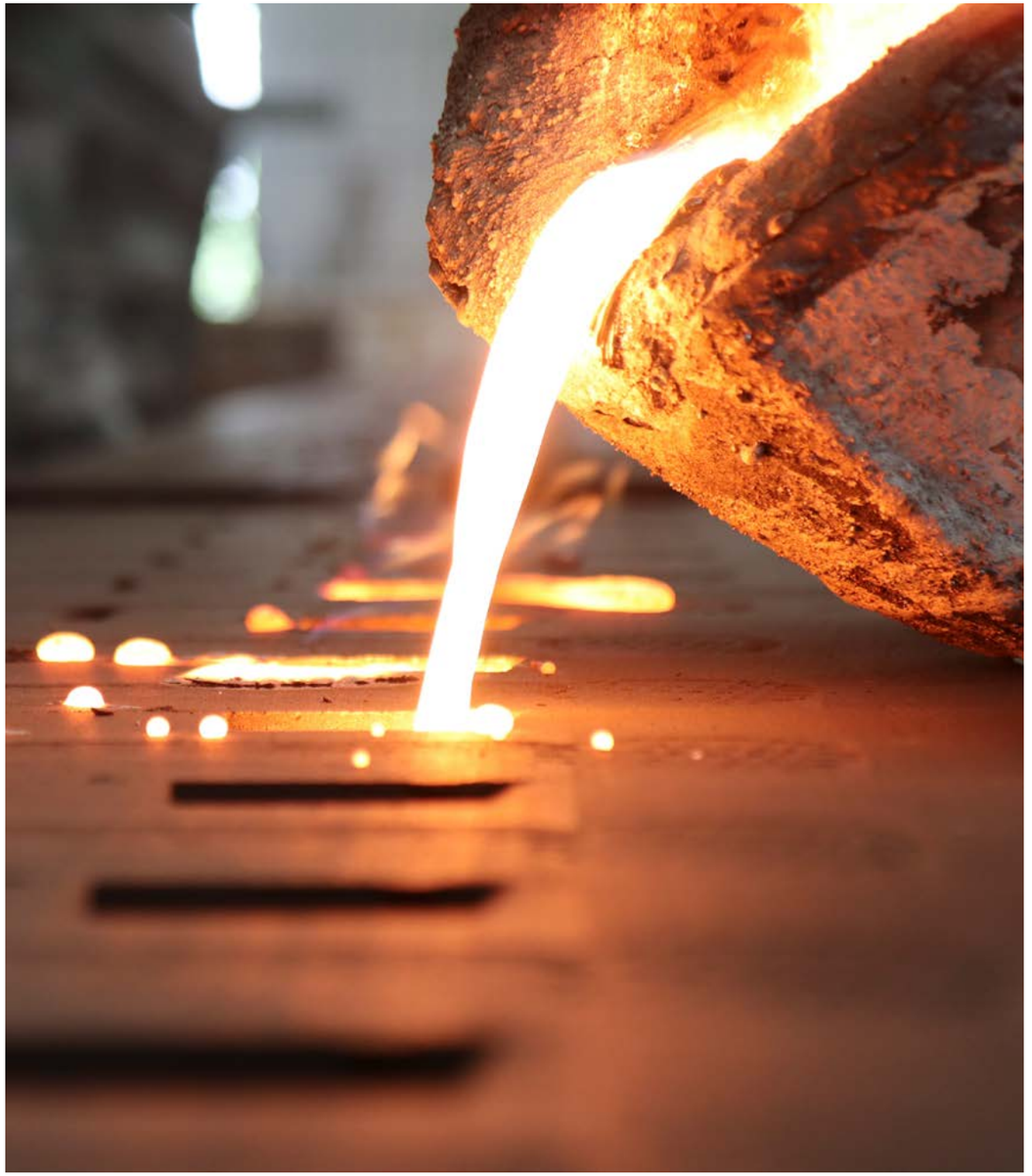
Through RMI, we help develop and share due diligence standards, tools, trainings, and white papers to build the capabilities of the IT industry and beyond. We also support broader policy efforts through participation in RMI and its Due Diligence Practices, Smelter Engagement, and Sensing and Prioritization teams. Learn more about our work with RMI.

Additionally, we collaborate through external forums and initiatives, including the European Partnership for Responsible Minerals, Material Insights, and Public-Private Alliance for Responsible Minerals Trade.

Other regions and minerals

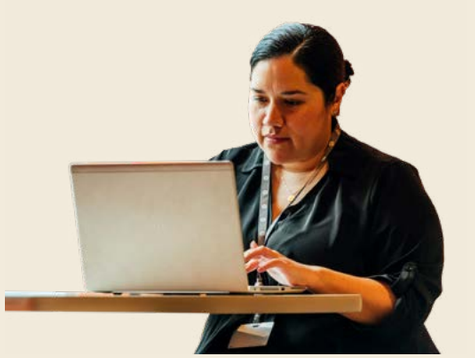
Learning from our experience combating conflict minerals in the DRC and surrounding countries, we are expanding our efforts. This aligns with growing awareness of mineral-sourcing issues beyond the DRC and surrounding countries covered by the U.S. Dodd-Frank Act. The EU Conflict Minerals Regulation, which covers EU imports of 3TG minerals from all regions of the world, requires all large EU 3TG metal importers and smelters to become “responsible importers” consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Although HP’s operations are not within the scope of the EU regulation, we have voluntarily aligned our policy and approach to support our customers’ requirements consistent with the regulation.

Cobalt has been linked to human rights risks. We set clear requirements for our suppliers to enact policies that address cobalt, and our minerals due diligence and reporting also includes cobalt. We ask suppliers to provide us with details of the cobalt refiners they use, and work with them to encourage those refiners to complete an RMI audit. Additionally, we encourage suppliers to engage in collaborative industry action through RMI. See our Report on Cobalt, and our responsible minerals sourcing expectations for suppliers in HP’s GSE.



Our employees

Approximately 50,800 employees (excluding Poly)[16] worldwide power HP's innovation, contributing unique perspectives and a growth mindset to create breakthrough technologies and transformative solutions. We are committed to fostering a diverse, equitable, and inclusive workplace that attracts, retains, and advances exceptional talent. Through ongoing employee development (see right), comprehensive compensation and benefits, and a focus on health, safety, and employee wellbeing, we strive to support our employees in all aspects of their lives so they can do their best work—while learning, growing, and feeling engaged.



Employee development

Human capital development underpins our efforts to transform and grow HP. Our employees' talent, diversity, and drive fuel HP, and we prioritize investment in career growth. We are passionate about supporting an inclusive culture and practicing a growth mindset to unlock business innovation and opportunities. Our ongoing success depends on enabling our diverse workforce of skilled employees and ensuring a strong pipeline of diverse leadership talent.

We believe that employee development is critical to attracting, retaining, and nurturing strong teams and building strong leadership. We invest in professional development tools, resources, and programs in order to provide all employees with the opportunity to become better leaders, both enabling their career ambitions and helping us meet emerging customer and business needs.

Our aim is to be known as much for the innovators we inspire and develop as the innovations we create and deliver. To deliver on our Future Ready investment in talent, we prioritize the following objectives:

- Develop a diverse pipeline of high-performing, skilled leaders
- Futureproof the organization's skills with relevant training and experiences
- Modernize how we find and develop internal talent
- Enable employees to develop and grow their careers

Diverse bench of future-ready leaders

Our executive leadership team (ELT) uses targeted talent strategies to develop the executive leadership pipeline. These include external assessments of leadership candidates, executive coaching, job rotations, and experiential leadership development programs.

We have a rich leadership curriculum for managers at all organizational levels, including self-directed learning, coaching, and experiential workshops that enable shared learning and networking. We prioritize leadership development with insights-driven opportunities for executives, as well as a new development program targeted at 1,500 senior leaders that focuses on increasing agility and inclusion in our HP Way culture. We have also expanded performance coaching through targeted interventions, with a focus on the development of new people managers. In 2022, over 500 people managers completed formal one-year development programs.

We continue to develop our leadership pipeline by investing in emerging and underrepresented talent through formal programs, mentoring, and sponsorship. Programs focus on team development, future of work, new business models, and opportunities to deepen inclusion and growth mindset practices.

Through 2022, over 180 emerging leaders commenced the HP Catalyst program, including a dedicated cohort for Black/African American employees. Additionally, 94 technical women worldwide commenced the Fast Forward Program—a 12-month development experience designed to strengthen leadership capabilities through monthly peer mentoring, coaching, development workshops, and guidance from senior sponsors.

HP also sponsors leaders to participate in external development programs, such as the Information Technology Senior Management Forum (ITSMF) and the McKinsey Academy leadership programs for Asian American, Hispanic American, and Black/African American executives and managers. We have also invested in greater access to diverse professional organizations, such as the Society of Women Engineers and ITSMF.

HP study: Women seeking out promotions despite pandemic work shifts. Women have remained ambitious, especially at companies that offer flexibility and growth opportunities. Learn more.

Go Beyond

Skilled and future-ready employees

We invest in technical and digital skill capabilities across HP to fuel future productivity, product development, services, and technology innovation strategies. In 2022, we continued to increase employees' knowledge of digital technologies by launching programs designed to deepen expertise in data analytics and robotic process automation.

At the business level, we have a range of professional academies aimed at developing employee capabilities in the areas of services, finance, digitization of work, sales, software development, and emerging trends within customer experience design and product and service innovation. We are also investing in a series of development interventions focused on cultivating technical, digital, automation, service, and software skills across the organization. We support the continuous development of our more than 18,000 technical employees who work across a range of digital, information, and physical sciences. Over 30 HP employee communities, such as Software Community and Data Science & Knowledge Discovery, have access to a range of classroom and virtual learning programs, practical projects, and opportunities to solve business challenges. Our affinity groups and virtual communities also enable connections among technologists based on technical capabilities and common interests.

In addition, we have invested in new advanced engineering and software learning resources, available to thousands of technical employees, continuing the spirit of innovation. Learn more in The Evolving Way (page 88).

Continuous learning and career progression

HP employees have access to a wide range of personalized development opportunities, including virtual, social, self-directed, mentoring, coaching, face-to-face, and external programs. We offer a variety of collaborative learning experiences, connection to a network of subject matter experts, and a social learning platform that enables employees to integrate development into their daily routines.

In 2022, approximately 99% of HP employees participated in learning and development, spending an average of 36 hours on these activities throughout the year.[17] Our 2022 Voice Insight Action (VIA) survey found that 85% of employees feel HP actively supports their learning and development, with 81% believing that they have what they need to build new skills and stretch beyond their current capabilities.[18]

HP's Power Your Possible platform helps employees identify learning that supports their career plans. In addition, HP's Degree Assistance Program provides higher education funding to more than 500 employees worldwide each year. We also provide opportunities to attend conferences and seminars, as well as to acquire professional memberships, accreditation, and certifications.

We equip managers to provide development and career coaching, accelerating their teams' talent development and supporting their career plans. In 2022, we expanded our Talent Development Planning platform to enable all people managers to create personalized development plans for each of their team members. These development plans focus on skill advancement, new experiential opportunities, and accelerating readiness for future roles. According to the VIA employee survey, 80% of employees believe their career goals can be met at HP.[19]

HP's wide range of opportunities support employees to build their careers.

Internal career mobility also continues to be a priority, and in 2022 35% of job vacancies were filled internally.

Performance management and feedback culture

HP has a strong, feedback-based culture and approach to performance management. During 2022, 99% of eligible employees received annual multidimensional and objective-based performance evaluations.[20] Employees also participate in regular feedback and development planning conversations with their managers. Our 2022 VIA survey found that 87% of employees believe they receive feedback throughout the year that enables them to improve their performance.[21]

Compensation and benefits

HP offers a comprehensive Total Rewards package that is both performance based and market competitive. Total Rewards includes salaries, bonuses, incentive programs, and a range of benefits designed to meet our employees' diverse needs while enhancing their wellbeing and that of their families. Most non-sales employees are eligible for HP's performance bonus. Funding for the HP bonus program is linked to company financial performance and individual bonus payouts are based on employee performance. HP also offers equity to eligible non-officer employees based on contributions to the company. The purpose of HP's equity program is to strengthen employees' alignment to company goals and encourage their focus on creating long-term value for stockholders.

Valuing and rewarding employees drives higher engagement and better performance, and helps us attract and retain top talent. Compensation and benefits are reviewed periodically for market competitiveness.

Benefit programs vary by country to reflect local market practice and employee needs. Depending on location, these may include:

- Retirement and savings plans
- Healthcare benefits
- Insurance protections (e.g., life and disability)
- Time-off programs (vacation,[22] holidays, parental leaves, injury/illness,[23] etc.)
- Discount programs
- Flexible work arrangements
- Stock purchase plan
- Other benefits

Pay equity

We believe people should be paid equitably for what they do and how they do it, regardless of their gender, race, or other personal characteristics. To deliver on that commitment, we benchmark and set pay ranges based on relevant market data, and consider factors such as an employee's role, experience, and performance. We also regularly review our compensation practices, in terms of both our overall workforce and our individual employees, to make sure our pay is fair and equitable.

Since 2016, HP has reviewed employees' compensation with the support of independent third-party experts to ensure equitable pay practices.

HP expanded its annual pay equity assessment in 2022—evaluating the 16 countries with our largest employee populations, which represent 85% of our global workforce. The independent analysis determined there were no systemic issues. Areas of potential concern, considering what we would expect employees to be paid when evaluating their skills, qualifications, and experience, were reviewed and addressed as part of our off-cycle compensation process.

Executive compensation

The HR and Compensation Committee discharges the HP Board of Directors' responsibilities related to the compensation of our executives and directors, and provides general oversight of our compensation structure, including our equity compensation plans and benefits programs. See page 63 of the HP 2023 Proxy Statement for detail.

In accordance with U.S. SEC rules, we recently reported our CEO pay ratio for 2022. Our CEO's annual total compensation for 2022 was US$21,079,926. Our median employee's annual total compensation was US$69,911, resulting in a CEO pay ratio of 302:1. For more detail, including about our calculation methodology, see page 75 of the HP 2023 Proxy Statement.

Valuing and rewarding our employees helps drive engagement and performance.

Employee engagement

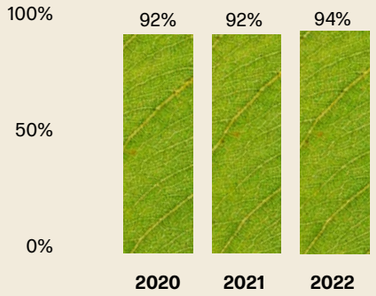
Listening and communication drive our engagement approach across three focus areas:

- Develop our people: Support digital literacy and personal growth, and recruit, retain, and develop key talent.
- Strengthen our culture: Building on our values, drive a customer-first culture, promote key leadership behaviors, and provide a great onboarding experience.
- Shape the employee experience: Deliver a people-centered, consistent, HP Way-aligned employee experience that supports our mobility, digital transformation, and customer-focused initiatives.

We regularly collect feedback from employees to better understand and improve their experiences and identify opportunities to continually strengthen our culture. In 2022, 93% of employees participated in our annual VIA employee engagement survey.

HP has maintained employee engagement throughout the pandemic. Overall, 82% of survey participants had a favorable view of the employee experience in 2022, compared to 81% in 2021. HP continues to be certified as a Great Place to Work, with our employee rating increasing by 2 percentage points in 2022, to 92%. See also Recognition.

Employee survey results*
Sustainable Impact
percentage of employees



* Data refers to the percentage of employee survey respondents who strongly agreed or agreed with the statement (2020-2022 Quick Clicks).

Health and safety

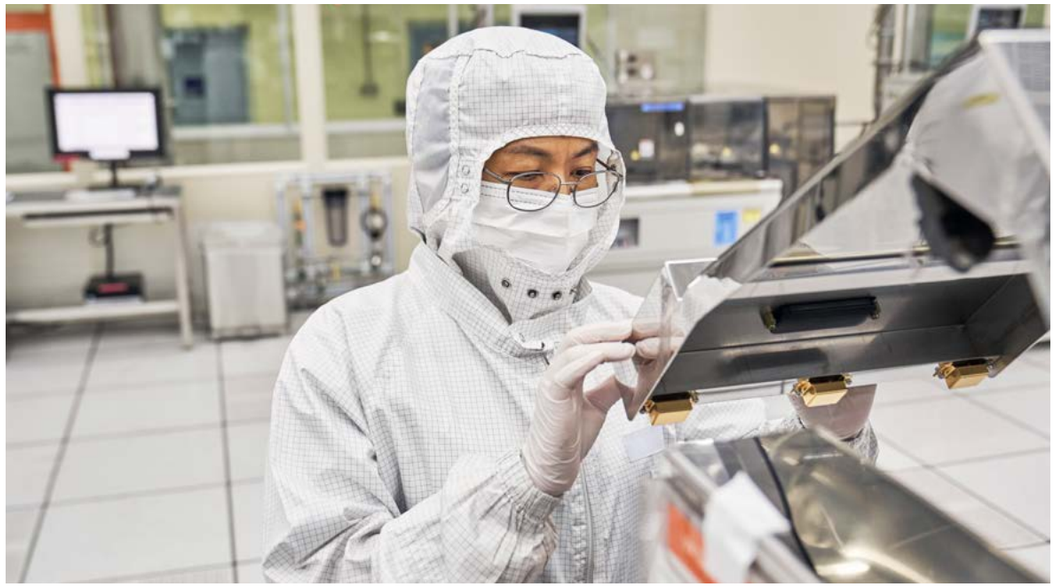
HP remains committed to ensuring the health and safety of our employees, recognizing the importance of providing a safe working environment to support their productivity and success.

Our environmental, health, and safety (EHS) leadership team uses our global injury and illness reporting system to monitor worldwide and regional trends as part of quarterly reviews. Supervisors of employees who suffer work-related injuries are required to conduct thorough injury and illness investigations, working closely with EHS points of contact to assess serious or complex cases.

In 2022, we achieved a global lost workday case rate of 0.06 and a total recordable incidence rate of 0.13,[24] compared to 2021 average rates (the most recent data available) of 0.1 and 0.3, respectively, in the North American Industry Classification System (NAICS) U.S. Computer and Peripheral Equipment Manufacturing industry (NAICS Code 33411).

While our manufacturing facilities continue to present the greater health and safety risks, we remain focused on reducing and effectively managing risks to maintain low injury rates. We implement programs that address common hazards at our sites, such as ergonomic issues, slips, and falls. We also prioritize the safety of HP employees working beyond our facilities—such as field service technicians visiting customer sites—by providing training and related testing on issues such as safe vehicle operation and proper lifting techniques.

Learn more about our EHS management system, and view a detailed breakdown of our injury and illness rates.



Wellbeing

The holistic wellbeing of our employees is vital to HP's success. Our Well Beyond employee wellbeing program is designed to serve the needs of our evolving workforce and culture. In 2022, we relaunched the program through the "90 Days to a Better You" campaign, with new opportunities for employees to prioritize their wellbeing. This included expanding to five pillars of wellbeing, with new "Emotional" and "Social and Community" focus areas.

As of October 2022, 81% of eligible employees in the United States, and 60% worldwide, had enrolled in the Well Beyond program.

In the United States, employees and their spouses or domestic partners can receive annual incentives of up to US$600 each for activities such as completing a Wellness Assessment and tracking healthy activities. In 2022, we expanded our Wellness Assessment globally, and it was completed by about 13,600 employees.

Throughout the year, we encourage healthy behaviors across our five pillars of wellbeing through regular communications, educational sessions, voluntary progress tracking through the Virgin Pulse app, personal challenges, and other incentives.

Through our wellbeing vendors, we offer an array of programs, activities, and virtual gatherings, as well as enhanced benefits and resources to support wellbeing. These include sessions that focus on the science behind mindfulness, and ongoing virtual office hours with our medical consultant and other doctors.

Emotional

- We continue to integrate mental and emotional health into all aspects of our wellbeing program. In 2022, we hosted a webinar during Mental Health Awareness Month and launched a mental health–focused newsletter to highlight relevant resources.
- In 2022, we incorporated Headspace, an award-winning, research-backed meditation and mindfulness application, into our global wellbeing offering. As of December 2022, more than 17,000 employees and over 4,300 family members were enrolled.

Financial

- More than 1,500 employees in the United States participated in our Well Beyond: Your Money financial wellbeing month activities. During August 2022, employees attended weekly presentations with investment experts from Fidelity more than 1,000 times.

Life balance

- Recognizing employees' continued caregiving challenges, in 2022 we offered webinars on resiliency and parenting, along with small-group coaching for more individualized support.

Physical health

- As part of our Global Wellness Challenge (GWC) in April and May 2022, 62% of our employees, including 79% of our U.S. workforce, registered on the Virgin Pulse platform, through which we provide access to digital coaching and a wide range of health and wellbeing content. More than 14,300 employees joined the GWC, forming nearly 2,800 teams across 59 countries.
- During the GWC, employees registered over 4.74 billion steps through our Well Beyond platform, equivalent to about 7,800 daily steps per participant.

Social and community

- During 90 Days to a Better You, employees were given the opportunity to share kindness with their community, their colleagues, and themselves through the "Power of Kindness" campaign. Over three weeks, 4,120 employee posts across 50 countries represented more than 19,000 acts of kindness.

Diversity, equity, and inclusion

Respect is core to who we are at HP. That respect includes fully embracing our commitment to diversity, equity, and inclusion (DEI).

We value diverse talent, welcoming ideas and perspectives from everywhere and working to ensure everyone at HP has a chance to contribute to our success and to find opportunities to belong and grow. We want our workforce to reflect the communities in which we live and work and to be purposeful in using our position to address systemic bias in our company, our industry, and beyond.

This mission has been central since HP's founding. It is also critical to our future because DEI is a business imperative: our employees are inspired by it, customers call for it, investors look for it, and HP's reputation is defined by it.

2022 at a glance

95%
of employees felt that HP valued diversity[25]

180+
emerging leaders commenced the HP Catalyst program through 2022, including a dedicated cohort for Black/African American employees.

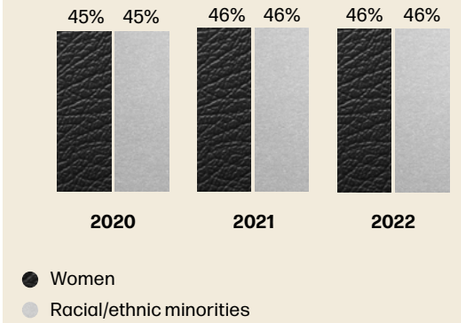
US$87 million
spent with minority-owned businesses

US$115 million
spent with women-owned businesses

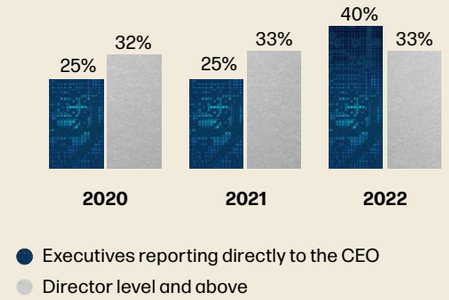
4,304
jobs supported through HP's spending with diverse suppliers

HP demographics*

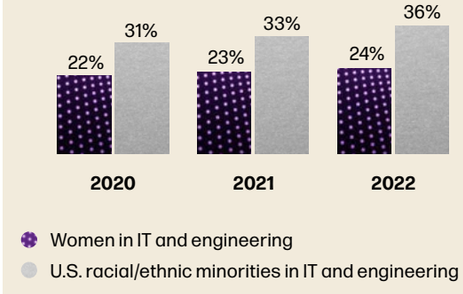
Board of Directors
percentage of total



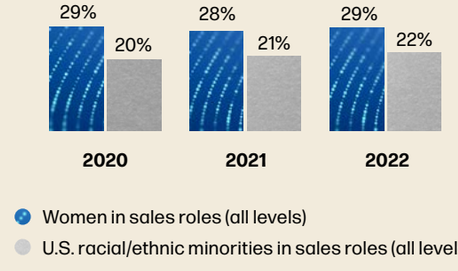
Women in leadership
percentage of total



Technical roles
percentage of total



Revenue-generating roles
percentage of total



* Board of Directors data for 2022 is as of the conclusion of the 2023 annual meeting of stockholders on April 24, 2023. Board of Directors data for 2021 is as of the conclusion of the 2022 annual meeting of stockholders on April 19, 2022. Board of Directors data for 2020 is as of the conclusion of the 2021 annual meeting of stockholders on April 13, 2021. Other data is as of October 31 of the year noted. Employee data refers to regular full-time and part-time employees.

See detailed employee demographics data.

Strategy and approach

Innovation at HP comes from the diverse perspectives, backgrounds, knowledge, and experiences of our employees. Our vision is a workplace that is globally connected and drives a responsive culture of belonging that fosters courageous conversations and welcomes ideas from any source. We strive to create an inclusive environment where people can be their authentic selves at work and reach their full potential.

Our Belong, Innovate, and Grow (BIG) strategy continues to drive our culture, embedding DEI across all parts of our businesses and functions, including recruitment, talent and learning culture, mentoring, training, and events. In 2022, we continued to integrate BIG across HP, focusing on greater accountability for DEI, diverse talent recruitment and leadership pipelines, and engaging our employees, so that we can attract, retain, promote, and develop the best talent.

Leadership and oversight

Our commitment to DEI starts at the top, with a highly knowledgeable, skilled, and diverse Board of Directors. HP's Board of Directors is one of the most diverse of any U.S. technology company, comprising 46% racial/ethnic minorities and 46% women.

Our Board of Directors/executive leadership reverse mentorship program helps us capitalize on the advantages of a strong and diverse Board of Directors. Through this program, each board member is paired with a member of our ELT to gain in-depth knowledge of HP's business, programs, and best practices to positively impact our culture, people, and communities.

HP's chief diversity officer oversees and influences the company's global DEI strategy and is focused on implementing and advancing DEI processes. This includes the recruitment and retention of diverse talent while ensuring organizational consistency in applying DEI with policies, practices, and services. The chief diversity officer leads the Business Impact Networks (BINs), targeted equity programs, and strategic partnerships to increase our diverse talent pipeline, and engages with the Racial Equality and Social Justice Task Force. Working closely with executives and business leaders, the DEI team focuses on aligning DEI to business goals, representing workplace needs, supporting marketplace opportunities, and driving global accountability for progress and outcomes.

To ensure leadership embeds a strong focus on DEI, each member of our ELT has individual performance goals under the Management by Objectives program tied to DEI. Our ELT members are evaluated on their actions to advance DEI across the company.

Our DEI policies and practices are the foundation for a positive and innovative culture of belonging. The HP Global Best Work Environment Policy supports our efforts and includes the Global Harassment-Free Work Environment Policy, Global Non-Discrimination Policy, and Open Door Policy.

Our diversity, equity, and inclusion strategy: BIG

Belong

A strong culture of inclusion and belonging empowers and strengthens individuals and teams.

Innovate

Great innovation requires diverse perspectives.

Grow

Diversity is a business imperative that impacts our bottom line.

2030 goal

Achieve 50/50 gender equality in HP leadership[26]

Progress in 2022
Women represented 33.3% of director-level and above positions globally (as of October 31, 2022).

2025 goal

Double the number of Black/African American executives[27] by 2025, from a 2020 baseline

Progress in 2022
Increased from a baseline of 3.0% in June 2020 to 4.4% as of the end of 2022.

Leadership action for workplace equity

Our CEO, Enrique Lores, remains committed to the CEO Action for Diversity & Inclusion™ pledge to advance diversity and inclusion in the workplace and is a founding member of CEO Action for Racial Equity, a group that works to advance racial equity through public policy.

HP Racial Equality and Social Justice Task Force

HP's Racial Equality and Social Justice Task Force works to identify, execute on, and hold us accountable for the biggest opportunities we have as a company to drive sustainable impact in racial equality by working across three main areas.

- **People**: We accelerate the strategies, practices, and policies around our pipeline, retention, and promotion of Black/African American talent.
- **Industry**: We leverage our industry leadership and spending power to influence our ecosystem, including our partners, vendors, and suppliers.
- **Local and national**: We advocate for equitable treatment of Black/African American people through public policy, civic action, and clear corporate positions on local and national issues.

The Task Force is dedicated to achieving its goals by providing the foundation, framework, vision, and guidance for employee volunteers to help solve some of our communities' most difficult issues on race.

For example, we initiated new workforce diversity requirements in more than 30 of our top suppliers' contracts, requiring quarterly reporting to track progress in 2022. Our Diversity Network Program, an amplified channel program focused on diverse partners, is available for partners to simplify their search for Black- and African American–owned businesses, making the achievement of our diversity requirements more attainable.

In 2022, we worked to protect and expand the rights of diverse communities through legislative lobbying and civic engagement at the U.S. federal and state levels. We successfully advocated for federal funding for historically Black colleges and universities (HBCUs), and we effectively supported national recognition and state-level protections for interracial and LGBTQ+ marriages. We also worked with community organizations to help reduce the digital divide by promoting the implementation of the Digital Equity Act.

Learn more about our goals and progress.

Our people

Our culture of DEI—where everyone feels respected and valued, and fully participates—establishes HP as a leader in the technology industry and beyond. In our annual employee engagement survey, 95% of participants responded favorably to the statement that HP values diversity. Our internal inclusion index reported that 89% of employees experience an inclusive work environment at HP.

We want our people to reflect our communities globally, and our goal is to be universally ranked as an employer of choice in the technology industry by 2030. To achieve that, we consider every step of the employee life cycle—from talent attraction and engagement onward—in how we continue to operationalize and integrate DEI. Our hiring and retention practices emphasize this approach, helping us to reach applicants and advance employees from underrepresented communities.

Representation

HP is at its best when we are able to attract the brightest minds from all backgrounds and groups. Our recruitment strategy is designed to help us increase diverse representation across HP by removing barriers to entry and unconscious bias in our processes, while opening new pathways into work from nontraditional backgrounds.

We are developing a skills-first approach to hiring that explores nontraditional routes to employment. This includes our partnership with OneTen, which is a key hiring channel for our recruitment of Black/African American middle-skilled professionals.

In 2022, 46.4% of our U.S. hires were from racial/ethnic minorities, and overall, 67% of our U.S. hires were from underrepresented groups, including women, racial/ethnic minorities, people with disabilities, and military veterans.

We continue to work on removing barriers for employees from underrepresented groups by working to eliminate bias, and by creating world-class programs and training, growth, and development opportunities.

We are committed to continuing to improve representation of women at HP, with a focus on management. HP is among the top technology companies for women in leadership positions, with women in 33.3% of the company's director-level and above positions in 2022,[28] up from 32% in 2020.

2030 goal

Achieve greater than 30% technical women and women in engineering by 2030

Progress in 2022
Women represented 23.7% of engineering and technology positions globally (as of October 31, 2022).

2030 goal

Maintain higher than 90% rating on internal inclusion index for all employee demographics annually[30]

Progress in 2022
Achieved a rating of 89% compared with 87% in 2021.

2025 goal

Double Black/African American technical representation in the United States by 2025, from a 2020 baseline[29]

Progress in 2022
Increased Black/African American technical representation in the United States from 2.3% in 2020 to 3.1%.

2030 goal

Meet or exceed labor market representation for racial/ethnic minorities in the United States by 2030

Progress in 2022
Met labor market representation for Asian American and Hispanic/Latin American demographic groups; on track to increase representation in Black/African American demographic group to achieve goal by 2030.

Attracting and retaining people with disabilities

At HP, talent is our only criteria. We provide a wide range of support for employees with disabilities, including several digital tools for psychological care, the Coordinated Care and Virtual Primary Care programs, hybrid working arrangements, and workplace ergonomic assessments. In 2022, we scored 100% on the Disability Equality Index, which recognized HP as one of the "Best Places to Work for Disability Inclusion."

We marked International Day of Persons with Disabilities in 2022 to help promote an understanding of disability issues across HP, and as part of Global Accessibility Awareness Day, the disAbilities Impact Network hosted the "Accessibility at HP: It matters to all of us" webinar, designed to give HP employees insights into how to create a more inclusive and accessible workplace.

Because traditional hiring practices can screen out qualified and talented applicants with autism, we collaborate with Vocational Rehabilitation and PROVAIL to offer the Spectrum Success Program, which focuses on recruiting, hiring, and retaining of qualified candidates with autism.

Participants in our China HOPE (HP Opportunity and Equality) and Japan's Internal Service Center programs spend half of their time at HP learning business skills. Through the end of 2022, 35 HOPE participants had become full-time hires. In India, we work with colleges to identify candidates for our Eklavya program, which offers interns on-the-job training and coaches employees in interacting and communicating with people with disabilities.

Equitable career development

We recognize that talent has no boundaries and that our success is tied to ensuring that everyone at HP can find opportunity and grow in their career. We offer a range of programs to help our employees develop, including initiatives that address underrepresentation in technology, engineering, and leadership positions.

As of the end of December 2022, 68% of participants in HP Catalyst (our 12-month emerging leaders' program) were women, with an overall retention rate of 88%. Sixty-seven percent of all program participants since 2017 were subsequently promoted or accepted a new role internally. The program is complemented by women's leadership initiatives such as Disha, a six-month program in India; the Talent Development Program and Women in Leadership Lab in Mexico; the annual women's leadership conference in the United States; and WOLFpack, an eight-month women's development program in Costa Rica. See Employee development.

To address systemic barriers that exist to diverse representation in leadership and the importance of sponsorship in career development, we have increased our investment in the development of Black/African American leaders.

Our partnership with ITSMF continues to train and develop Black/African American and diverse IT leaders through ITSMF's Management Academy. We sponsored 11 HP employees for the 2022–2023 cohort. During the 12 months ending in March 2023, 21% of graduates (from all years) were promoted to management at HP or moved into new or expanded roles. During 2022, more than 90 HP leaders participated in the Executive Leadership Program and Management Accelerator cohorts of McKinsey's 2022/23 Black, Asian, and Hispanic/Latin American Connected Leaders Academy programs, which hone executive and management leadership capabilities through expert-led virtual and small-group discussions.

Culture of belonging

To help us deeply embed inclusion within HP's culture, we provide numerous training programs and resources designed to increase our employees' social awareness, counter personal bias, and promote compassion and empathy. We also support our extensive network of BINs—employee-led groups that champion diversity within and beyond HP.

Employee survey results*
Diversity and inclusion

	2020	2021	2022
I feel HP values diversity	95%	94%	95%
I can be myself at work	88%	87%	90%

* Data refers to the percentage of HP 2020, 2021, and 2022 VIA employee survey respondents who strongly agreed or agreed with each statement.

DEI Training

We have a wide range of programs and initiatives that support our DEI objectives by helping to embed a culture of inclusion across our organization, including by removing barriers and tackling unconscious bias. Among these programs are:

- **Belong at HP**: A learning suite of experiential learning modules designed to reach employees at all levels to drive personal accountability and change behaviors to create a truly diverse, equitable, and inclusive culture at HP.
- **HireEQ**: Designed for hiring managers to help them focus on equitable hiring and building organizational accountability for diverse hiring.
- **New Manager Journey**: Equips newly promoted managers with the skills, tools, and mindsets to drive high-performing teams, including by building a culture of inclusion at HP.

Business Impact Networks

HP's BINs illustrate our DEI strategy in practice. Open to all employees, our BINs lead community outreach programs and promote diversity in pipeline development, local hiring, talent programs, and mentoring. They also implement campaigns celebrating diversity at HP. In 2022, these included events to mark Black History Month, National Hispanic Heritage Month, National Native American Heritage Month, International Women's Week, LGBT Pride Month, and Veterans Day, as well as workshops for LGBTQ+ allies.

The program launched in 1972 with our first group, the Black Employee Network, and has grown to 132 BINs in 37 countries,[31] up from 130 in 2021. Their representational focuses include: Black/African American, disabilities, Hispanic/Latin American, LGBTQ+, multicultural, multigenerational, veterans, and women. Four new BINs launched in 2022:

- disAbilities Impact Network in Singapore
- Women's Impact Network in Indonesia
- Women's Impact Network in Poland
- Next Generation Impact Network in Switzerland

In 2022, we held our first BIN Leadership Summit. Themed "It Starts With Us," the event provided sessions designed to inspire, develop, and connect BIN leaders, to help them drive greater impact.

The summit also hosted the first Standing Ovation Awards, which recognized nominated BINs for outstanding work across four categories: Better Together, Business Impact, Community Impact, and Workplace Culture.

2022's Community Impact Award winner was Pride Impact Network India, which partnered with a local NGO to create the REVIVE WITH HP program, a fresh new approach to upskilling and providing meaningful opportunities for the local transgender community. Pride India has also done work to ensure HP remains an inclusive work environment for the trans employees hired from this program, including providing sensitization workshops and advocating for gender-neutral bathrooms at our India sites.

Supplier diversity

We are committed to using our position of industry leadership to drive DEI in our supply chain through our purchasing decisions and engagement with suppliers and partners. Building a more diverse supply chain embodies our values and drives greater innovation, fortifies our business, and strengthens local economies.

Our program focuses on small businesses and companies owned by women, minorities, veterans, service-disabled veterans, LGBTQ+ individuals, and aboriginal or Indigenous individuals. In 2022 in the United States, we spent US$423 million with small businesses, US$87 million with minority-owned businesses, and US$115 million with women-owned businesses[32] (see data). During the year, our supplier diversity program in the United States had an overall economic impact of US$877 million (see table).

In 2022, we continued to develop our supplier diversity program in the United States, working with the National Minority Supplier Development Council, the Women's Business Enterprise National Council, Disability:IN, and industry groups such as tech:SCALE.

The HP Racial Equality and Social Justice Task Force also supports our efforts. Through policies, programs, and executive sponsorships, we work to help Black/African American–owned suppliers develop relationships with HP that can strengthen their businesses and build economic power. To drive economic empowerment, our goal was for 10% of HP supplier diversity spend in the United States to be with Black/African American suppliers in calendar year 2022, up ten-fold from 2020. We achieved 136% of our goal through the end of calendar year 2022, equivalent to a cumulative US$42 million since the beginning of calendar year 2021. For 2023, we are working to increase spend with Black/African American suppliers in the United States by 5% compared with fiscal year 2022.

Economic impact summary of HP supplier diversity program*

	2021	2022
Overall economic impact** (US$ million)	650+	877
Spending with small and diverse suppliers (US$ million)	362	489
Incomes earned by employees in the jobs supported by HP's supplier diversity program purchases (US$ million)	130+	379
Jobs supported through HP's spending with diverse suppliers***	2,000+	4,304
Federal, state, and local personal and corporate taxes generated (US$ million)	200+	113

* Data is for the 12 months ending September 30 of the year noted. Figures are based on HP purchases in the United States and Puerto Rico from U.S.-based businesses.

** Goods and services produced by HP's diverse suppliers and their supply chains.

*** Including professional services, scientific services, technical services, computer and electronic manufacturing, real estate, and numerous other industries.

Studies from the Federal Reserve and others have found that diverse businesses face greater difficulty in accessing credit, creating short-term cash flow challenges. HP's early payment program, in partnership with C2FO, helps to bridge this gap through inexpensive access to capital for diverse partners that have historically lacked equal access.

Supplier expectations

We ask that our suppliers join HP in prioritizing DEI in their own operations. We require top U.S. service suppliers with account teams of 10 or more to implement diversity initiatives to recruit, attract, and hire diverse employees, with a goal that at least 10% of top HP U.S. service supplier account team members be Black/African American. We also have targeted programs which extend to marketing and legal suppliers and partners in the United States.

To advance progress deeper in our supply chain, we have added a clause in new and renewed contracts for suppliers that provide services to HP in the United States, setting the expectation that they should spend a minimum of 10% of any work subcontracted and/or purchased on behalf of HP with diverse-owned businesses. To strengthen the program's racial equality focus, top suppliers subcontracting work in the United States must spend at least 5% with certified Black/African American businesses. In 2022, our allocatable indirect spend[33] with diverse suppliers through this program was more than US$131 million.

Promoting diversity with our legal partners

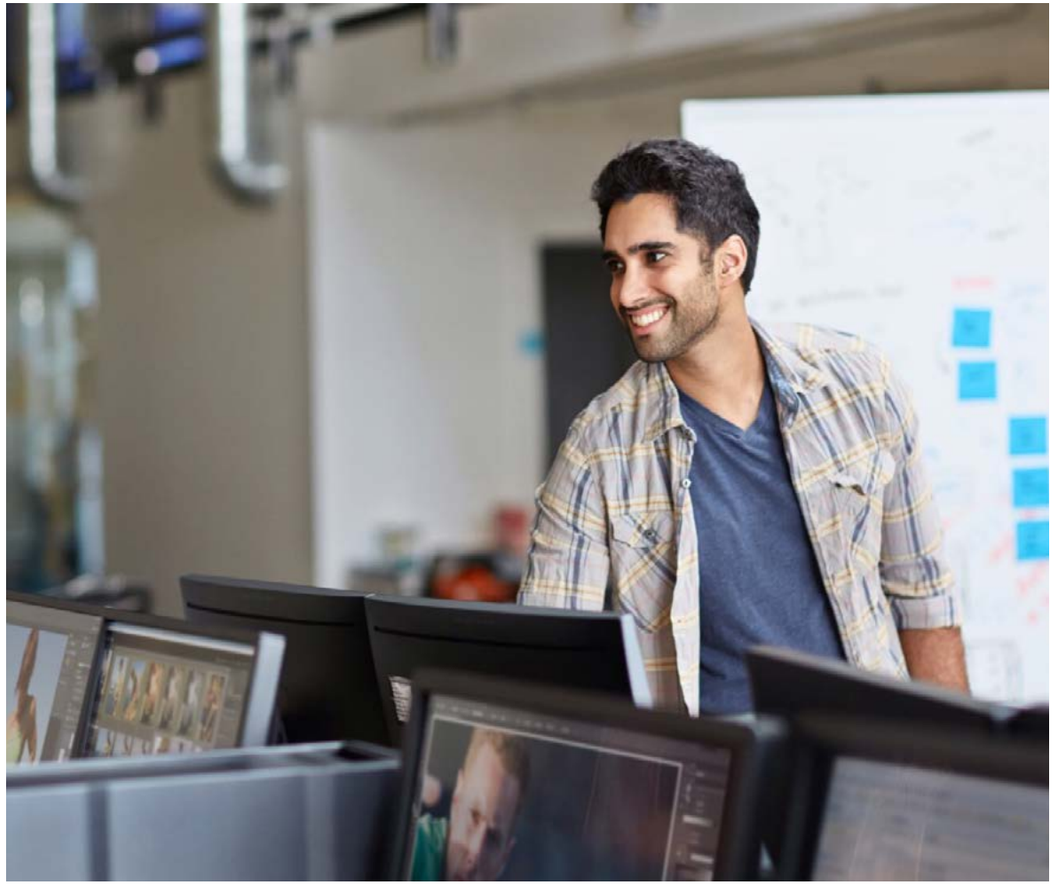
Our legal team is also focused on improving diversity among our U.S. law firm partners and withholds up to 10% of all invoiced spend of those firms who fail to meet or exceed minimally diverse staffing on work for HP. Law firms are asked to ensure that diverse attorneys (underrepresented minorities, women, LGBTQ+, or those with disabilities) perform at least 30% of the billable hours on HP business, at least half of which must be performed by racially diverse attorneys. Firms are required to track and share data reflecting compliance quarterly. As of the end of 2022, 100% of our engaged firms met the requirements, up from 46% in early 2017 when this initiative was launched. Overall, 85% of HP's U.S. outside counsel relationships were led or co-led by a diverse partner at the end of 2022—up from 46% in 2017.

Additionally, legal has set a goal of ensuring at least 15% of overall outside counsel spend goes to Black/African American–led law firms.

Driving diversity with our marketing agencies

HP Marketing strives to do business with agencies that reflect the diversity of our customers, partners, and employees. During 2016, to continue improving diversity in our supply chain, we challenged our top five U.S.-based marketing agencies to significantly increase the number of women and U.S. minorities in top creative and strategic planning roles working on HP accounts.

During 2022, HP Marketing increased spend with Black/African American–owned suppliers in the United States by 12.6% compared with 2021. Seven of our top eight U.S.-based agencies have met our requirement for more than 10% of creative and production team members on HP accounts to identify as Black/African American.



Our communities

We strive to advance the communities where we live and work by applying the same DEI values that have made HP so strong. We support the Human Rights Campaign's Business Coalition for the Equality Act, related to LGBTQ+ workplace rights, and the UN Human Rights Office Standards of Conduct for Business. In 2022, we lobbied for the successful passage of the Respect for Marriage Act. We also collaborate widely to drive increases in diversity across the technology industry.

Diverse talent in technology

We engage with leading industry organizations and conferences that promote more diverse representation in technology. These include:

- Disability:IN
- National Association of Multicultural Engineering Program Advocates Inc.
- National HBCU Business Deans Roundtable
- National Society of Black Engineers
- Out & Equal
- Professional BusinessWomen of California
- Society of Hispanic Professional Engineers
- Society of Women Engineers

HP works to inspire more women and racial/ethnic minorities to consider science, technology, engineering, and mathematics education and careers. For example, we continue our partnerships with organizations such as Girl Rising, Girls Who Code, blackcomputeHER, Black Girls CODE, and the YWCA's Curated Pathways to Innovation. Our BINs also host community events and partner with nonprofits such as Hire Heroes, Hour of Code, and local Pride organizations.

We partner with HBCUs to increase the representation of Black/African American engineers in the high-tech workforce. In 2022, we participated in the HBCU Week Conference, hosting a panel discussion at the White House. We also launched the HBCU Partnership Program, which includes an on-campus engagement plan with Prairie View A&M University, Texas Southern University, North Carolina A&T State University, Morgan State University, St. Philip's College, and Denmark Technical College. The HP Foundation awarded Jackson State University a US$50,000 grant to assist its recovery from heavy rainfall and flooding in August 2022.

The annual HP HBCU Business Challenge, in partnership with the National HBCU Business Deans Roundtable, tasks students with tackling critical business problems while gaining valuable industry experience. The 2022 event focused on the future of work; students were asked what tools and technology are required to enable people to work effectively in a hybrid work environment. Nine schools participated, including the winning team from St. Augustine's University.

In September 2022, HP hosted the second annual HBCU Technology Conference, where academics and industry leaders shared impactful presentations on digital transformation, the future of work, cybersecurity, sustainability, and diversity in the tech sector. See Education.

Across the United States, HP employees who joined the Racial Equality and Social Justice Task Force have been helping to drive forward our agenda for STEM education. In 2022, the Task Force's Channel Partner chapter worked with the Boys & Girls Clubs of Austin and Houston, Texas, United States, to create customized HP LIFE learning paths for students to enable job-critical skills. We have continued building this relationship with other Boys & Girls Clubs in Texas, including support of the development of a new site in Uvalde. We will continue to expand the approach and programming to other Boys & Girls Clubs across the United States.

HP wouldn't be HP without these seven history-making women. We celebrate pioneers who shaped the company, Silicon Valley, and consumer technology. Learn more.

Go Beyond

Seven innovators building antiracist tech: selected by MIT Solve, these groundbreaking tech startups are working toward a more equitable future. Learn more.

Go Beyond

Product accessibility

About one in six people in the world has a disability,[34] including about one in four U.S. adults.[35] HP believes that while accessible technology is necessary for some, it benefits all. Removing barriers that otherwise prohibit those with disabilities from engaging as dignified, independent, equal, and active members of our communities is critical for society and business to thrive.

We are investing in accelerating digital equity for 150 million people by 2030,[36] including individuals with disabilities, through the Digital Equity Accelerator and other initiatives. See People with disabilities and aging populations.

The HP Hardware Accessibility Testing Guide details how we test products for accessibility and transparently communicate the results in our conformance reports. We voluntarily share this information to help advance a broader industry conversation about best testing practices in support of more accessible products.

We welcome opportunities to incorporate feedback from the global disability community into our accessibility program. For example, our dedicated Accessibility Customer Support Team has recently expanded localized support to 11 countries and provides a contact form for sharing feedback directly with HP's Office of Aging and Accessibility.

HP regularly participates in accessibility-related conferences, industry groups, and government forums in order to advance worldwide standards and policies that improve the accessibility of IT. To inform our efforts, we monitor the current landscape (including items such as the Web Content Accessibility Guidelines, U.S. Revised Section 508, and the EU's EN 301 549), as well as emerging developments (such as the European Accessibility Act and the Accessible Canada Act).

This work complements the most significant contribution we can make to accessibility: producing IT products and services that are usable and enjoyable by the widest number of people practicable. For example, in 2022 we released an Accessibility Mode and optional Speech Access Module (SAM) for Displays functionality for select displays equipped with speakers or a 3.5 mm stereo headphone jack. During the year, our Print team also released a new version of our award-winning secure screen reader and voice command technology in the HP Printing Voice Assistant. Learn more about how HP products increase possibilities for those with visual, auditory, physical, and cognitive disabilities.

See our accessibility website for more information.

Data

Supply chain workers*	2020	2021	2022
Suppliers publishing sustainability reports using the GRI framework (% of production supplier spend)	91%	91%	88%
Capability building			
Number of capability-building programs	5	8	4
Workers reached through capability-building programs**	46,000	37,000	46,000
Workers' rights			
Suppliers' employees working 60 hours per week or less on average***	93%	95%	96%
Suppliers' employees receiving at least one day of rest each seven-day workweek***	97%	97%	97%
Suppliers in China with student workers representing 20% or less of total employees***	100%	100%	100%
Immediate priority audit findings (immediate action required) related to the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association; forced, bonded, or indentured labor; child labor; or discrimination†	3	4	4
Immediate priority audit findings (immediate action required) related to occupational safety, emergency preparedness, or industrial hygiene†	7	10	8
Audits and assessments			
Workers at sites audited†† (total)	229,400	316,700	375,600
Sustainability audits and other assessments (total)			
Initial audits	22	54	154
Follow-up audits	37	46	47
Full re-audits	44	61	102
Assessments	3	24	14
Rates of conformance of sites audited, 2020 and 2022			
Sustainable Impact Scorecard†††			
Average score—commodity suppliers	89%	89%	89%
Average score—final assembly suppliers	82%	85%	88%

* Data in this table for 2020 is specific to production suppliers, except the following included in sustainability audits and other assessments: 13 initial audits of nonproduction suppliers. Data in this table for 2021 is specific to production suppliers, except the following included in sustainability audits and other assessments: two initial audits of product transportation suppliers and 33 initial audits of nonproduction suppliers. Data in this table for 2022 is specific to production suppliers, except the following included in sustainability audits and other assessments: 10 initial audits of product transportation suppliers, 20 initial audits of product reuse and recycling vendors, 73 initial audits of nonproduction suppliers, two initial audits of HP operations sites, one follow-up audit of a nonproduction supplier, 31 full re-audits of product reuse and recycling vendors, and one full re-audit of an HP operations site. Data for 2020 and 2021 is not included in this table for product reuse and recycling vendors. See detail about our programs and performance in that area.

** With the exception of train-the-trainer programs, HP only accounts for workers directly reached by our capability-building programs. Number of workers reached each year depends on the programs executed: some programs address issues broadly across suppliers and workers; other programs focus more narrowly on individual supplier sites or specific vulnerable worker groups. Prior to 2020, data included production supplier workers only. In 2020, we expanded the scope of our program to also include nonproduction supplier workers and workers at HP-controlled manufacturing facilities, and in 2021 we further expanded the scope to also include our customer support operations.

*** Based on production-line workers at final assembly and select commodity sites participating in the HP KPI program. We continue to expand the list of suppliers in the KPI program based on business risk, country risk, and identified nonconformances.

† See Immediate priority findings for detail.

†† These totals are the number of workers as of the date of the site visit according to production supplier initial audit and full re-audit reports.

††† Scores reflect performance against criteria that are updated periodically.

HP's spend with U.S. diverse suppliers*	2020		2021		2022	
	US$ million	% of qualified spend	US$ million	% of qualified spend	US$ million	% of qualified spend
Small businesses	348	26.3%	276	22.3%	423	19.0%
Minority-owned businesses	77	5.8%	79	6.4%	87	3.8%
Women-owned businesses	95	7.2%	91	7.4%	115	5.0%
Veteran-owned businesses, service-disabled veteran–owned businesses, HUBZone businesses, and others**	7	0.5%	21	1.7%	17	0.8%

* Data is for the 12 months ending September 30 of the year noted. Figures are for purchases in the United States and Puerto Rico from U.S.-based businesses. Suppliers may be included in multiple categories.

Our employees*
percentage of total

	2020	2021	2022
Women employees			
Worldwide	36.9%	37.3%	37.6%
Women managers**			
Worldwide	29.7%	30.1%	31.0%
Global new hires, by gender			
Women	35.8%	39.5%	40.7%
Men	63.3%	56.5%	56.9%
Not disclosed/available	0.9%	4.1%	2.4%
Global new hires in technical roles, by gender			
Women	27.6%	28.2%	31.4%
Men	71.7%	67.5%	67.2%
Not disclosed/available	0.6%	4.3%	1.4%
U.S. employees, by ethnicity			
White	63.1%	62.1%	61.2%
All minorities	28.9%	30.8%	32.5%
Black/African American	4.0%	4.5%	4.8%
Hispanic/Latin American	9.3%	9.6%	9.8%
Asian	12.9%	13.6%	14.6%
Native American	0.5%	0.5%	0.5%
Hawaiian/Pacific Islander	0.1%	0.2%	0.2%
Two or more races	2.1%	2.4%	2.5%
Not disclosed/available	8.0%	7.1%	6.2%

	2020	2021	2022
U.S. executives, by ethnicity***			
White	65.6%	67.0%	64.2%
All minorities	23.4%	24.2%	27.1%
Black/African American	4.2%	4.1%	4.4%
Hispanic/Latin American	6.3%	7.2%	7.0%
Asian	11.5%	11.9%	14.4%
Native American	0.5%	0.5%	0.4%
Hawaiian/Pacific Islander	0%	0%	0%
Two or more races	1.0%	0.5%	0.9%
Not disclosed/available	5.2%	8.7%	8.7%
U.S. new hires, by ethnicity			
White	59.3%	51.1%	50.2%
All minorities	37.1%	44.8%	46.4%
Black/African American	5.6%	9.2%	7.8%
Hispanic/Latin American	7.8%	10.8%	10.3%
Asian	19.4%	19.5%	23.0%
Native American	0.8%	0.3%	0.2%
Hawaiian/Pacific Islander	0.0%	0.3%	0.6%
Two or more races	3.6%	4.7%	4.6%
Not disclosed/available	3.6%	4.1%	3.4%

* Employee data refers to regular full-time and part-time employees. Data is as of October 31 of the year reported and excludes employees from the Poly acquisition. Employees self-identify gender and race. In some cases, segments do not add up to total due to rounding.

** Includes all management categories (supervisors, managers, directors, and executives).

*** As a percentage of U.S. personnel with the title of executive, formerly called vice president.

World workforce (regular full time and part time) by age group, 2022*

	30 and under	31–50	51 and over
By job level			
Executives**	0.0%	39.2%	60.8%
Directors	0.1%	50.5%	49.3%
Managers***	1.0%	68.8%	30.2%
Professionals	13.4%	66.5%	19.8%
Other	31.0%	51.1%	16.6%
Total	**14.8%**	**64.0%**	**21.2%**
By function			
Engineering	9.7%	63.3%	26.8%
Sales	8.0%	63.4%	28.2%
Sales operations	19.8%	70.1%	9.5%
Services	17.7%	58.8%	22.4%
Supply chain and operations	12.2%	66.8%	20.8%
Other	17.0%	64.3%	18.4%
Total	**14.8%**	**64.0%**	**21.2%**

* In some cases, segments do not add up to total due to non-disclosure of age by some employees.
** Based on business unit, this includes up to four levels from the CEO.
*** This refers to people managers below director level.

Employees (regular full time and part time) by region and gender, 2022

	Men	Women	Undeclared/ Unknown	Total
Worldwide	31,354	19,111	335	50,800
Americas	11,544	6,295	80	17,919
Asia Pacific and Japan	12,422	7,929	42	20,393
Europe, Middle East, and Africa	7,388	4,887	213	12,488

World workforce (regular full time and part time) by gender, 2022*

	Men	Women	Unknown
By job level			
Executives*	70.0%	29.7%	0.3%
Directors	65.3%	34.4%	0.3%
Managers**	69.4%	30.5%	0.1%
Professionals	62.0%	37.4%	0.6%
Other	55.2%	43.6%	1.2%
Total	**61.7%**	**37.6%**	**0.7%**
By function			
Engineering	76.4%	23.4%	0.2%
Sales	70.8%	28.6%	0.5%
Sales operations	42.6%	55.9%	1.5%
Services	66.8%	32.0%	1.2%
Supply chain and operations	48.9%	50.7%	0.5%
Other	57.8%	41.8%	0.4%
Total	**61.7%**	**37.6%**	**0.7%**

* Based on business unit, this includes up to four levels from the CEO. In some cases, segments do not add up to total due to rounding.
** This refers to people managers below director level.

Employees by employment type (regular full time and part time) and gender, 2022

	Women	%	Men	%	Undeclared	%	Total
Full time							
Executives*	99	29.7%	233	70.0%	1	0.3%	333
Directors	365	34.2%	699	65.5%	3	0.3%	1,067
Managers**	1,403	30.4%	3,212	69.5%	5	0.1%	4,620
Professionals	13,413	37.0%	22,649	62.4%	228	0.6%	36,290
Other	3,538	43.5%	4,499	55.3%	97	1.2%	8,134
Subtotal	18,818	37.3%	31,292	62.0%	334	0.7%	50,444
Part time							
Executives*	0	0.0%	0	0.0%	0	0.0%	0
Directors	3	100.0%	0	0.0%	0	0.0%	3
Managers**	11	68.8%	5	31.3%	0	0.0%	16
Professionals	260	82.5%	54	17.1%	1	0.3%	315
Other	19	86.4%	3	13.6%	0	0.0%	22
Subtotal	293	82.3%	62	17.0%	1	0.3%	356
Total	**19,111**	**37.6%**	**31,354**	**61.7%**	**335**	**0.7%**	**50,800**

* Based on business unit, this includes up to four levels from the CEO.
** This refers to people managers below director level.

Employee turnover rate

	2021	2022
Voluntary turnover rate		
Men	6.6%	7.1%
Women	5.8%	7.9%
Overall	6.1%	7.4%
Involuntary turnover rate		
Men	2.9%	6.0%
Women	2.1%	7.0%
Overall	2.6%	6.0%

Health and safety*

	2020	2021	2022
Lost workday case rate**			
Global	0.06	0.06	0.06
Americas	0.09	0.11	0.12
Europe, Middle East, and Africa	0.11	0.06	0.05
Asia Pacific and Japan	0	0.13	0.01
Leading causes of lost workdays (% of total)			
Slips, trips, and falls	9%	23%	27%
Automobile accidents	25%	11%	24%
Struck by/against/cut by	18%	17%	12%
Ergonomics—materials handling	20%	17%	24%
Overexertion—not materials handling	18%	3%	0%
Other	10%	29%	12%
Recordable incidence rate***			
Global	0.1	0.13	0.13
Americas	0.19	0.2	0.27
Europe, Middle East, and Africa	0.14	0.13	0.12
Asia Pacific and Japan	0.01	0.08	0.02
Leading causes of recordable incidents (with and without lost time) (% of total)			
Slips, trips, and falls	16%	14%	21%
Automobile accidents	22%	6%	17%
Struck by/against/cut by	22%	24%	20%
Ergonomics—materials handling	11%	17%	23%
Ergonomics—office environment	4%	4%	4%
Other	25%	35%	16%
Lost time injury severity rate****			
Global	2.1	2.26	2.83
Americas	5.08	5.82	7.25
Europe, Middle East, and Africa	1.55	0.78	0.26
Asia Pacific and Japan	0.12	0.35	0.71

* In some cases, segments do not add up to total due to rounding

** Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees and contractors that HP manages working a full year. Rates are calculated globally using the Occupational Safety and Health Administration (OSHA) definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2021 (the most recent data available) for the Computer and Peripheral Equipment Manufacturing industry (NAICS #33411) was 0.1. Data is for the calendar year.

*** Recordable incidence rate is the number of work-related injury cases requiring more than first aid per 100 employees and contractors that HP manages. Rates are calculated globally using OSHA definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2021 (the most recent data available) for the Computer and Peripheral Equipment Manufacturing industry (NAICS #33411) was 0.3. Data is for the calendar year.

**** Lost time injury severity rate is the number of days lost due to injury per 100 employees and contractors that HP manages. Rates are calculated globally using OSHA definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. Data is for the calendar year.

Digital Equity and philanthropy

HP provides technology to support digital equity in education for girls.

Digital Equity and philanthropy

Our mission

Accelerating equitable access to education, healthcare, and economic opportunity for those who are traditionally excluded so they can participate and thrive in a digital economy.

HP aspires to help create a more equitable world. We work to provide access to hardware, connectivity, digital literacy, and quality, relevant content that enhances education, supports healthcare innovation, and accelerates economic opportunity. We pursue impactful programs, strategic investments, and partnerships that prioritize those most likely to experience the digital divide: women and girls, people with disabilities and aging populations, historically disconnected and marginalized groups, and educators and healthcare practitioners. In 2022, the Aspen Institute collaborated with HP to create the Digital Equity Accelerator—an initiative that supports nonprofit organizations bridging the digital divide. Along with our strategic partners, our employees contribute their time, resources, and skills to provide important additional support to local communities.

HP's commitment to creating positive, lasting change for communities around the world extends to how we design and deploy products, solutions, and services. Our portfolio is enabling better learning outcomes and accelerating digital equity[1] for millions of people worldwide, while our strong focus on inclusive design aims to ensure that everyone benefits from our technology.

Our healthcare products and solutions are designed to expand digital health equity by addressing challenges in healthcare, enabling patient-first care, and boosting efficiency. Many programs described throughout this report also contribute to economic opportunity, such as our supplier diversity efforts, HP LIFE, our ocean-bound plastic work in Haiti, and our supply chain capability-building programs.

Sustainable Impact goals

Goal	Progress in 2022	SDGs
Digital Equity		
Accelerate digital equity for 150 million people by 2030, since the beginning of 2021[2]	Accelerated digital equity for 21.3 million people. Learn more.	4, 5, 8
Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015[3]	103.9 million students and adult learners have benefited from HP's education programs and solutions that advance quality learning and digital literacy, and enable better learning outcomes, since the beginning of 2015 (including 30 million in 2022). Learn more.	4, 5, 8
Enroll 1.5 million HP LIFE users between 2016 and 2030	Enrolled 731,000 since 2016. Learn more.	4, 5, 8
Community giving and volunteerism		
Contribute US$100 million in HP Foundation and employee community giving by 2025 (cumulative since the beginning of 2016)[4]	Reached US$103.7 million in HP Foundation and employee community giving. Learn more.	11, 17
Contribute 1.5 million employee volunteering hours by 2025 (cumulative since the beginning of 2016)	Reached 950,000 employee volunteer hours. Learn more.	11, 17

Bridging the digital divide

In 2022, the Aspen Institute collaborated with HP to create the Digital Equity Accelerator, which helps nonprofits scale innovative approaches to meeting the needs of underserved communities affected by the digital divide. The Accelerator offers capability-building grants, HP technology, a four-month curriculum that includes access to a network of leaders and mentors, and opportunities for global exposure.

In its first year, seven NGOs in India, Morocco, and the United States were selected for the program, including eSTEM Morocco. Hosting weeklong tech camps and annual international conferences, the organization supports women and girls aged 8–18 to pursue education and careers in STEM fields.

eSTEM Morocco received a grant of US$142,000, along with HP technology solutions through the Accelerator, to support the launch of its Titrit digital platform and reach more students across Morocco. The organization aspires to impact the lives of 50,000 Moroccan girls by 2025.

Ikram is an 11-year-old girl enrolled with eSTEM Morocco. When not supporting her mother's egg business in the small village of Oum Jnniba, Ikram spends time at the local multimedia center feeding her passion—learning mathematics and training to become a teacher. At the facility, she uses laptops donated by HP to learn the skills that will help her pursue a career in STEM.

> "Empowering Moroccan girls for STEM careers and economic self-reliance is at the heart of our mission, which is to go and find thousands of girls like Ikram who are savvy for tech careers and provide them continuous support through the Titrit App."
>
> **Nezha Larhrissi, CEO and co-founder of eSTEM Morocco**

With its growing network of mentors, eSTEM Morocco is just one of the Accelerator participants inspiring the next generation to make an impact on their local communities through digital literacy. See Education to learn about the other selected organizations. In 2023, the Accelerator is expanding its programming to 10 organizations from Malaysia, Mexico, and South Africa.

Attendees of an event at the eSTEM Morocco Laptop Distribution Operation Facility.

HP's Digital Equity initiative

Digital equity will be achieved when every person has equitable and inclusive access to the tools, skills, and knowledge needed to participate in the digital economy.

2030 goal

Accelerate digital equity[5] for 150 million people by 2030 (beginning in 2021)

Progress through 2022
Accelerated digital equity for 21.3 million people.

What does it mean to be a just company? Collaborating, listening, iterating: early lessons from the Digital Equity Accelerator. Learn more.

Go Beyond

Our Digital Equity strategy

1

Digital equity requires:

- Hardware
- Connectivity
- Quality, relevant content
- Digital literacy

2

We focus on groups that face the biggest divide, such as:

- Women and girls
- People with disabilities and aging populations
- Historically disconnected and marginalized groups
- Educators and healthcare practitioners

3

Digital equity enables more equal access to:

- Education
- Healthcare
- Economic opportunity

4

We are driving digital equity through a wide range of programs, collaborations, and investments, including:

- The Digital Equity Accelerator, in collaboration with the Aspen Institute
- Strategic partnerships and programs
- HP Foundation grants
- Corporate product donations
- Employee volunteering

Education

Education is a fundamental human right and foundational to sustainable development. Technology can be a great equalizer by bringing quality digital learning to people where they live, which is vital in a rapidly evolving digital world that calls for flexibility, intercultural connection, 24/7 collaboration, and lifelong learning. For people everywhere, especially underserved groups, equitable access to opportunity and outcome-based learning experiences are key to building skills for work and participation in society.

2025 goal — Achieved

Enable better learning outcomes[6] for 100 million people by 2025, since the beginning of 2015

Progress through 2022
103.9 million students and adult learners have benefited from HP's education programs and solutions that advance quality learning and digital literacy, and enable better learning outcomes (including 30 million in 2022).

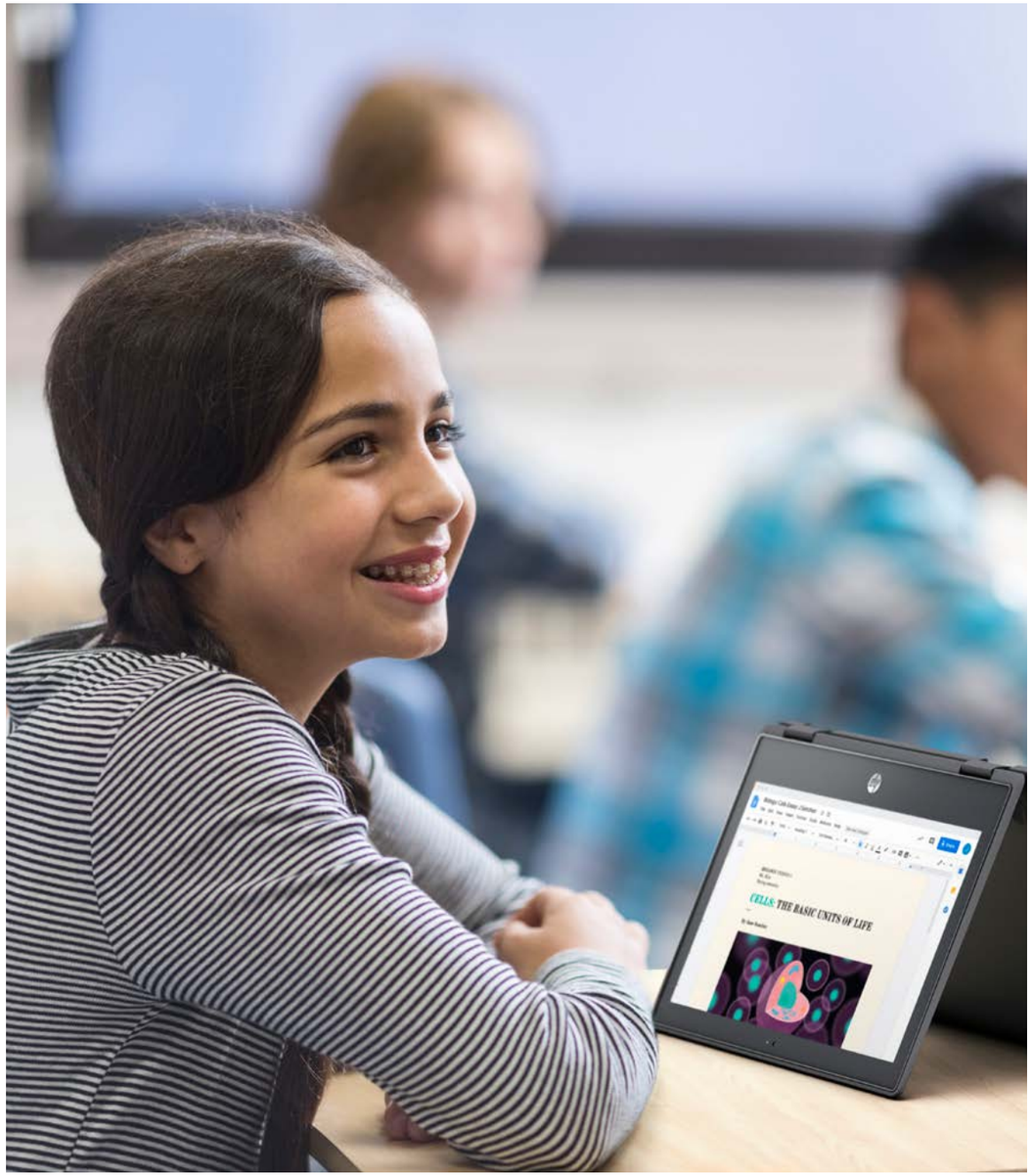
We reached our goal three years early to enable better learning outcomes[7] for 100 million people by 2025, since the beginning of 2015 (and will therefore not report progress in coming years). More than half of the people we reached can be directly attributed to sales of desktops, notebooks, and workstations to educational institutions. Other key initiatives and strategic partnerships that contributed to achieving the goal include Girl Rising, NABU, 1 Million Teachers, Semangat Guru, HP Printables, and HP Online Teaching Assistant.

Women and girls

More than 130 million girls around the world are without access to education, and women account for two-thirds of the 750 million adults lacking basic literacy skills. A recent World Bank study concluded that, as well as widening the gender equity gap, such barriers can cost countries between US$15 trillion and US$30 trillion in lost lifetime productivity and earnings.[8] We partner with and support global organizations including more women and girls in education.

Since 2019, our partnership with Girl Rising has equipped over 14.4 million students and teachers in India, Nigeria, and the United States with a new, inclusive curriculum and innovative technology solutions. In 2022, we reached more than 7.4 million people, including 6.3 million through Girl Rising's partnership in India with NGO Slam Out Loud, which uses the arts to build skills such as communication, critical thinking, and empathy among children from disadvantaged communities.

We also support Future Rising, Girl Rising's interactive storytelling hub and social action campaign for addressing the interconnected issues of educating girls and addressing climate change. In 2022, we supported the young cohort of Future Rising Fellows.



The Digital Equity Accelerator's 2022 cohort includes two Moroccan organizations that are helping to drive progress for women.

- **Douar Tech** provides women aged 18–35 from rural and urban-adjacent communities with training in skills that are essential to thrive in a digital world, including social entrepreneurship and app development.
- **eSTEM Morocco** helps women and girls aged 8–18 in 12 regions to pursue education and careers in science, technology, engineering, and mathematics (STEM), including by catalyzing the development of more than 70 mobile applications by Moroccan girls.

We collaborate with MIT Solve, an initiative of the Massachusetts Institute of Technology (MIT) that seeks social entrepreneurs who are using technology to solve world challenges. In September 2021, we launched the "Girls Save the World" prize for the Solv[ED] Youth Innovation Challenge, asking women and girls aged 13–18 to submit ideas to address local environmental issues, such as water pollution, air quality, and deforestation, offering the chance to win HP technology packages and funding from a US$50,000 prize pool. The Challenge received more than 800 applications from 148 countries. Of the 10 finalists selected in spring 2022, the winning entry was a solar-powered fingerprint scanner that uploads biometric data to a blockchain, providing a digital proof of identity untethered to internet access or electricity.

Girls Save the World competition winner's low-cost, solar-powered fingerprint scanner could give women in developing countries proof of identity without access to the internet or electricity. Learn more.

Go Beyond

Want to stop climate change? Educate girls. Girls and women are the world's frontline defense against climate change. Learn more.

Go Beyond

People with disabilities and aging populations

Inclusive technology is vital for achieving digital equity. As well as designing more accessible products, we engage in projects that help learners with different abilities thrive.

With help from an HP Foundation Imagine Grant in 2019, Disability Impact Network Japan continued its work on the Children's Dream Library Project to create 1,300 multimedia e-books, combining text from existing books and audio, for children with print disabilities. HP's funding supported the adaptation of 30 titles to this format in 2022, with support provided by nearly 90 HP volunteers.

The Digital Equity Accelerator's 2022 cohort includes two organizations that advance technological inclusion for people with disabilities and aging populations.

- **Fourth Wave Foundation** uses technology to help children with disabilities and special needs across 33 districts of Karnataka, India, to advance in their educational journeys.
- **Oasis Institute** serves older adults in hundreds of communities throughout the United States by providing technology tutoring and lifelong learning classes.

HP is a founding member and ongoing corporate member of IAAP (International Association of Accessibility Professionals), a nonprofit division of G3ict (Global Initiative for Inclusive Information and Communication Technologies) that advances the accessibility profession through certification, education, and networking.

With no commute, more control, and assistive technologies, hybrid working can transform the work experience for people with disabilities. Learn more.

Go Beyond

Historically disconnected and marginalized groups

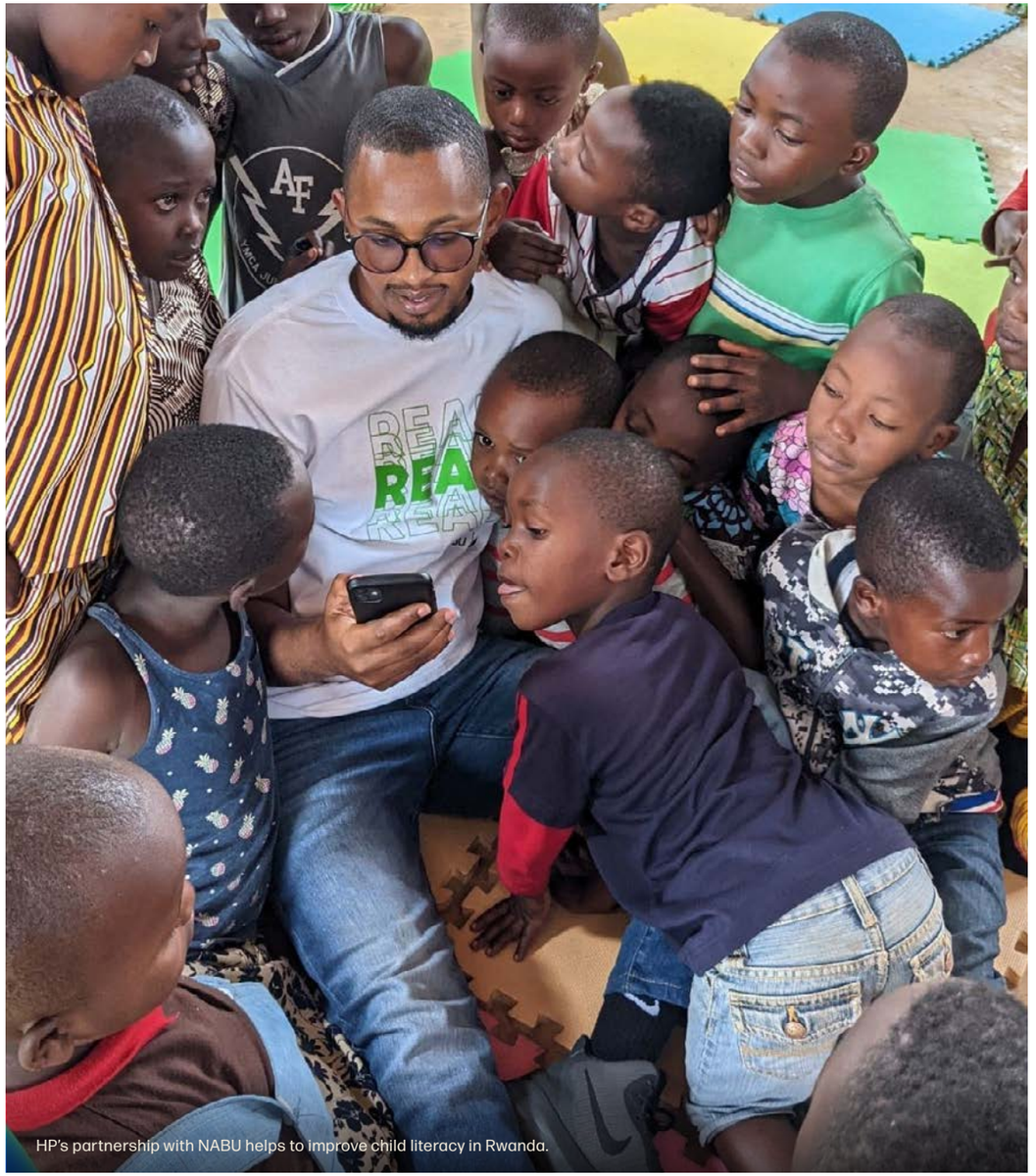
We aim to advance diversity, equity, and inclusion at HP and beyond. HP has set numerous goals in this area, including to complete STEM pilots in target communities with channel partners and suppliers. In 2022, through our collaboration with MIT Solve, we began our support for the Black & Brown Innovators in the U.S. Program. Building on the 2021 U.S. Challenge on Antiracist Technology, the initiative's work focuses on equity for underserved and underestimated communities in the United States. It will include solutions led by Black and Brown innovators in the United States for each 2022 Global Challenge. In addition, teams will receive culturally responsive support and partnership opportunities, and participate in the annual Indigenous and Antiracist Innovators Summit.

Nonprofit NABU works to improve childhood literacy and confidence in marginalized groups by publishing books in children's native languages. HP partnered with NABU to establish the HP Creative Lab at the Kigali Public Library in Rwanda to train more than 200 African authors and illustrators to publish hundreds of books for children each year. In 2022, we produced 342 books with NABU, reaching more than 2.9 million children. In 2023, we plan to open additional HP Creative Labs in Miami, Florida, United States, and the Philippines.

The Digital Equity Accelerator's 2022 cohort includes three nonprofits increasing digital equity in historically disconnected and marginalized groups.

- **e4 Youth** provides mentorship for youth in underserved U.S. communities to create a path toward creative and tech industry opportunities.
- **Mobile Pathways** helps immigrants to the United States gain access to reliable legal information about the numerous pathways to immigration via mobile phone technology.
- **Digital Empowerment Foundation** empowers people in India to gain access to better healthcare, education, skills, and livelihood opportunities by providing accessible digital tools and through promoting digital literacy.

HP's eight Literacy Attainment Coach pilot programs help to drive digital equity by increasing literacy levels among youth and adults. With support from local government and NGO partners, the six-to-nine-month pilots launched in Angola, Ghana, Kenya, Liberia, Nigeria, Rwanda, South Africa, and The Gambia. Participating schools receive professional development, ongoing diagnostic assessments, targeted instruction, and teaching and learning resources.



HP's partnership with NABU helps to improve child literacy in Rwanda.

To promote understanding of sustainability-related issues among young people, in 2022, HP collaborated with Türkiye-based NGO TURMEPA to educate children in public schools about single-use plastic and climate change. Through workshops and local-language videos made available on Türkiye's Ministry of Education platform, the initiative reached approximately 464,000 children.

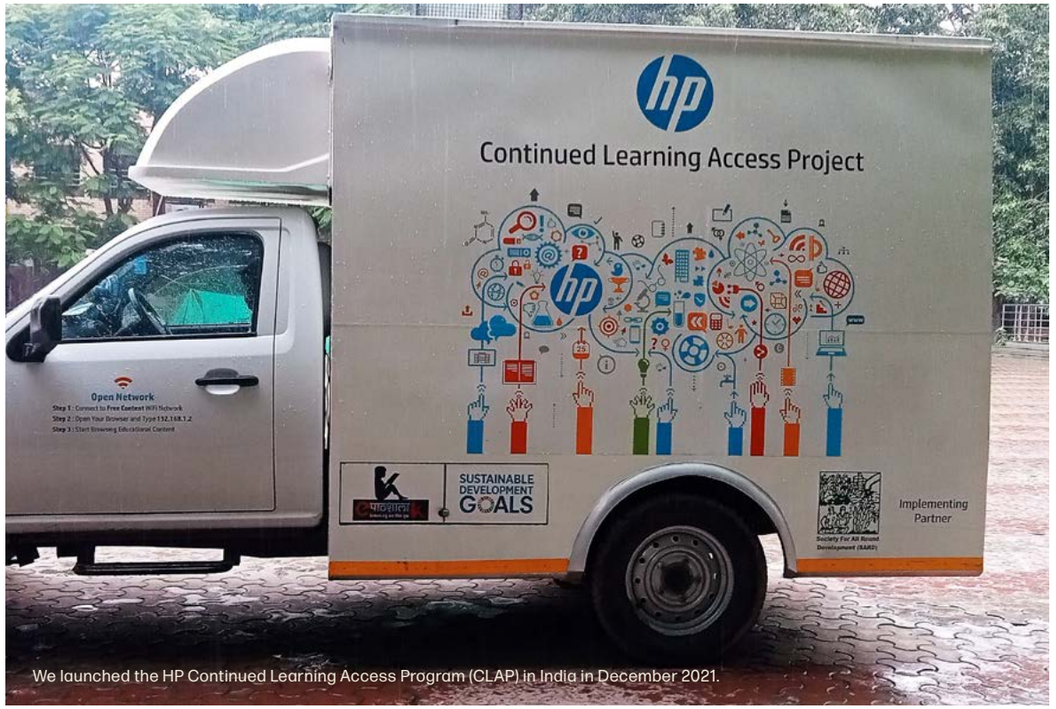
Communities in remote areas are particularly likely to experience a digital divide, necessitating tailored responses. In collaboration with the Indian government's Digital India initiative and other private-sector partners, the HP World on Wheels (WOW) program brings internet-enabled, solar-powered mobile learning labs to remote areas of India. Supporting digital literacy, education, entrepreneurship, and citizen services, the initiative works with people in rural and semi-rural communities. Each 20-seat WOW vehicle is equipped with HP computing and printing technology, as well as software and e-learning tools. In 2022, HP WOW mobile learning labs directly benefited approximately 650,000 people in villages throughout the country.[9]

In India, we launched the HP Continued Learning Access Program (CLAP) in December 2021. Designed to provide continued learning opportunities to students impacted by events such as natural disasters or pandemics, HP CLAP vehicles support low-income communities. Each vehicle is equipped with computers, networking equipment, and power generators. Two-hundred forty learners are provided with access to a laptop for 3.5 hours a day to study from preloaded course content. During 2022, HP CLAP reached approximately 220,000 students.

The HP Accessible Learning for All (ALFA) project, also in India, aims to reduce the digital divide by empowering students at state-run or state-supported schools through digital classrooms that improve access to digital learning. The initiative plans to launch more than 2,000 classrooms by mid-2023, each equipped with screens, content, computing devices, printers, and other tools that integrate technology into learning. HP ALFA will also conduct teacher training to help schools effectively use these new facilities and resources. By April 2023, approximately 520,000 students had benefited from this program since its launch in September 2022.

Through our partnership with the World Alliance of YMCAs, we are addressing the digital divide by giving scores of people access to HP LIFE's courses for entrepreneurs. Learn more.

Go Beyond



We launched the HP Continued Learning Access Program (CLAP) in India in December 2021.

Preserving a people's history

HP recently worked with members of the Picuris Pueblo people of New Mexico, United States, to digitally preserve a number of important tribal artifacts. Through 3D scanning and imaging, these items can now be displayed virtually at the American Museum of Natural History, making them more accessible for the interaction and education of future generations. Learn more.

Educators

Enabling digital equity around the world depends on empowering educators. HP's initiatives and partnerships are helping to create the conditions needed for learners to thrive. Initiatives during 2022 included:

- **HP Innovation and Digital Education Academy (IDEA):** HP IDEA is a network of innovative teachers who are using technology to deliver powerful learning outcomes. In 2022, HP IDEA positively impacted approximately 390,000 students in 378 schools worldwide.
- **Developing the skills of the future**: Nowa Akademia is a free e-learning platform run by Polish nonprofit Fundacja Media 3.0 and supported by HP. The platform offers Polish translations of HP LIFE programs, as well as webinars, podcasts, and blog content aimed at bridging the digital divide. In 2022, Nowa Akademia positively impacted more than 24,000 students and teachers.
- **Empowering Indonesian educators:** In partnership with Indonesia's Ministry of Education, Culture, Research, and Technology (MOECRT), HP's Semangat Guru teacher learning program is designed to upskill Indonesian teachers and education personnel, helping them adapt to digital transformation and hybrid learning, and enhance the six C's: critical thinking, creativity, collaboration, communication, computational logic, and compassion. In 2022, 177,000 teachers attended a set of five webinars, with recordings and self-paced learning also made accessible to teachers associated with the MOECRT learning management system.
- **1 Million Teachers**: In partnership with Girl Rising, HP is collaborating with 1 Million Teachers in Nigeria and Kenya to deliver the Black Belt Program, designed to empower teachers to support students and advance their right to quality education by providing skills, resources, and mentors. The training includes personal and professional development, gender-responsiveness, and special education. During 2022, the initiative enrolled more than 12,200 teachers.

7.6 million

HP shipped approximately 7.6 million PCs to schools in 2022.

In New York, inequalities led a community organizer to start Parents Supporting Parents to bring laptops directly to students in need. Learn more.

Go Beyond

Teaching tech to teachers is more important than ever: as educators develop their own skills, students gain new ways to learn, collaborate, and create. Learn more.

Go Beyond

Recognizing people who inspire

In 2022, the inaugural Africa Education Medal was awarded to Professor Mamokgethi Phakeng, vice-chancellor of the University of Cape Town, South Africa, and among the world's leading scholars in mathematics education. HP is the Founding Partner of the award, helping honor and celebrate changemakers and innovative educators across Africa, thereby inspiring others to take on the torch and enable a better future for every child on the African continent.

Industry solutions

HP's education programs build on the strength of our innovation to deliver cutting-edge computing and digital printing solutions and outcome-based learning experiences that support remote learning and help people thrive in a rapidly evolving digital world.

HP Modular Tech Hubs

To help meet the demand for technology in educational settings, we are providing HP Modular Tech Hubs to schools in Southeast Asia, enabling students to use HP PCs to learn coding and Microsoft Office skills. The program also includes training to support teachers to improve learning outcomes through technology. As of October 2022, HP had launched seven hubs in Indonesia, two in Vietnam, and one in Malaysia, and reached more than 20,000 students.

Campus of the Future

HP's Campus of the Future framework creates vibrant environments for teaching, learning, research, and collaboration. HP and EDUCAUSE are collaborating with more than two dozen colleges and universities, ranging from elite R1 research institutions to technical colleges and historically Black colleges and universities (HBCUs), providing cutting-edge technologies alongside financial and technical support. These collaborations have explored e-sports, 3D printing, extended reality (XR), data science, and machine learning to identify the technologies with the greatest potential for advancing teaching, learning, and research.

During 2022, we supported development of the following case studies:

- XR Success in Vocational Training: The Conservatoire National des Arts et Métiers
- XR in Health Care: How Michigan Medicine Provides a Safe Space to Practice High-Stress Environments

In December 2022, HP sponsored the Florida International University Inclusive Campus of the Future conference and workshop, an in-person event for 50 representatives from industry, NGOs, academia, and government to share and collaborate on how emerging technologies can address diversity, equity, and inclusion challenges in minority-serving institutions (MSIs). A free webcast was also provided to remote participants, and video archives of the keynotes, panels, and sessions are publicly available on the conference website.

HBCU Technology Conference

In 2022, we hosted the second HBCU Technology Conference. The goal of the conference was to help university leaders, IT professionals, faculty, staff, and students learn about digital transformation, the future of work, cybersecurity, sustainability, and diversity in the technology sector—and ultimately increase the number of Black/African American engineers in the workforce. Nearly 1,200 participants from 86 institutions joined the virtual conference, which presented over 53 hours of content from 135 presenters. As well as an interactive symposium, the Future of Work Academy student experience at the conference included a Career Accelerator and e-sports, health IT, and marketing innovation incubator student competitions.

Future of Work Academy

To create awareness and generate interest among students of HBCUs, MSIs, and community and technical colleges (CTCs) about future-of-work trends, the HP worldwide education team created the Future of Work Academy (FOWA). In 2022, HP hosted 46 workforce and career skills development sessions presented by 75 different technology professionals to ensure students have access to the skill sets of the future and can navigate the volatility, uncertainty, complexity, and ambiguity of the digital transformation. Over 1,100 students registered from across 75 HBCUs and CTCs.

HP Grants Support Program

In 2022, the HP Grants Support Program provided educational institutions and nonprofits with free access to quality grants research and consulting, in collaboration with Grants Office LLC and with funding support from AMD and Microsoft. During the year, 94 primarily education-focused organizations, including libraries, K-12 school districts, community colleges, and elite research institutions, used the program's services to pursue more than US$8 million in STEM-related and other grants to improve student outcomes and help close the digital divide. About US$1.8 million in grants was awarded in 2022.

Healthcare

Across our portfolio, HP innovations focus on meeting specific challenges in the healthcare sector and narrowing the digital divide. Our solutions are designed to empower hybrid connected care teams to provide patient-first, personalized care, boost efficiency, and increase access for underserved populations.

Health and wellness

The call to protect and strengthen patient health and wellness, lower infectious disease rates, and bolster digital equity has intensified. To help healthcare organizations mitigate the risks and elevate digital equity, HP HEALTHCARE has launched new patient-first technologies and initiatives that drive patient safety, wellbeing, and digital equity across the globe.

Although digital innovations are changing the face of healthcare, there remains a stark digital divide. Too many patients living in rural, socioeconomically challenged or marginalized communities lack the required technology and connectivity to benefit from engaging in their own healthcare.[10] Leveraging digital health tools requires more than just affordable access; it also requires digital literacy—the knowledge and ability to successfully use these technologies.

To drive digital equity in healthcare, we aim to support solutions and organizations that address barriers such as access to devices and software and the technical or digital skills needed to use these tools effectively. For example, the Digital Equity Accelerator, an initiative of the Aspen Institute, in collaboration with HP, is supporting the Oasis Institute to advance healthy aging for older adults in the United States. See also Education.

Reducing healthcare-associated infection rates

Healthcare-associated infections (HAIs) are the most frequent adverse event in healthcare delivery around the world. In 2022, of patients in acute-care hospitals, 7% in high-income countries and 15% in low- and middle-income countries will contract at least one HAI during their stay.[11]

HP builds select PC and print solutions and services that can withstand powerful, U.S. Environmental Protection Agency–registered, CDC-approved, hospital-grade disinfectants,[12] helping ensure healthcare teams can follow through with infection-prevention policies and protocols to promote patient and worker safety.

Narrowing the healthcare digital divide with intentional technology and innovation. Learn more.

Go Beyond

When a personal health crisis led to a search for a culturally competent provider, a leader was spurred to launch a platform that seeks more equitable healthcare access. Learn more.

Go Beyond

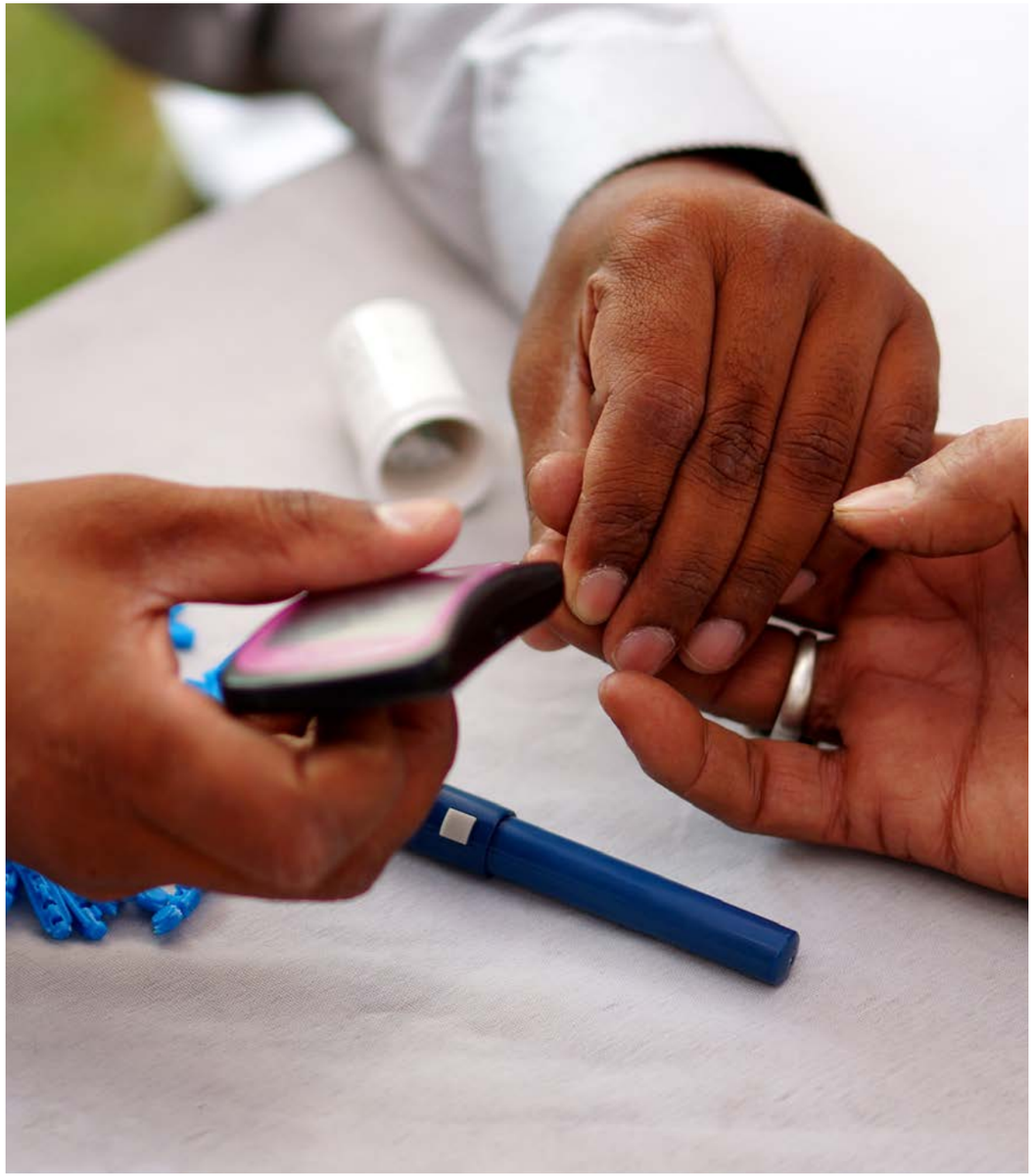
E-health services going further

The HP Common Service Lab (CSL) initiative is designed to provide healthcare, education, and other citizen services to hard-to-reach locations in India. Housed in solar-powered shipping containers, CSL centers are accompanied by a general healthcare practitioner, enabling a range of healthcare services to be provided directly, such as general assessment, eye tests, and COVID-19 vaccinations. If a case is complicated, specialists can be contacted virtually via video using CSL's telemedicine features. Across all services, HP CSL reached 8,700 people in 2022. Learn more.

Community health in India

As part of our sustained efforts to support the health and wellbeing of our local communities, in 2022 we launched Project Aarogya in Bangalore and the National Capital Region (NCR) in India to provide regular health-screening "camps" in convenient community locations. Each site is equipped with an ambulance, a full-time doctor, a pharmacist, medicines, and medical equipment. As well as providing patient screening and on-site medicine distribution, the project acts as a link to secondary and tertiary care. Through 2022, more than 14,000 people had directly benefited.

In Pantnagar, India, HP collaborated with the local police force to create a COVID-19 Control Room in 2022. Through the end of the year, over 160,000 people attended the center for a second or third vaccination or a dengue awareness session.



Care innovation

Advanced technologies are leading healthcare providers to breakthrough value-based care innovations. Driven by the COVID-19 pandemic and value-based care and their impacts on healthcare quality and equity, advanced technologies are giving healthcare organizations the power to close supply chain gaps, drive stronger patient engagement, train clinicians outside of clinical settings, and bring new treatments to market faster.

Specialty printing and technology solutions

Pharmaceutical companies, drug manufacturers, hospitals, medical laboratories, and pharmacies need a wide variety of high-quality variable data coding and marking print solutions and color labels. HP inkjet systems enable human- and machine-readable codes and marks to be printed directly on packages, enhancing product identification and security. For example, personalized, color-printed labels for medicine bottles give patients more information, such as a photograph of the medicine.

HP's advanced inkjet technology has also enabled us to create a platform to accelerate pharmaceutical drug research for diseases such as cancer. HP's inkjet-based Life Science products reduce manual steps and simplify complex processes to save time, reduce plastics waste, conserve precious fluids, and ultimately speed up the critical research required for drug discovery.

The HP D300e Digital Dispenser is used in labs around the world to precisely dispense, or "print", very small (picoliter) quantities of drugs at different concentrations into test tubes to enable scientists to rapidly test potential drugs at various concentrations to determine optimal dosages.

Using the same powerful HP inkjet technology found in the HP D300e, in 2023, HP announced the U.S. launch of its new HP D100 Single Cell Dispenser to rapidly and precisely dispense single cells to enable research labs to speed their understanding of metabolic changes "cell by cell." Compared to studying a population of cells together, analyzing a single cell provides more accurate insights, which helps scientists make better decisions in fields such as drug development by providing more thorough knowledge of disease pathways. Applications for the product include proteomics, genomics, and cell line development.

What is microfluidics? HP has launched a series of tech explainers on the technology shaping our world. Learn more.

Go Beyond

3D printing

3D printing has the potential to transform healthcare by replacing highly variable, manual processes with accurate, consistent digital workflows and additive manufacturing. Advances in 3D printing enable transformative approaches to healthcare and medical devices. HP technology is being used to create anatomical models, highly customized dental aligner molds, tailored orthoses and prosthetics, and a wide range of medical equipment.

For example, podiatrists and orthotists using HP's 3D Arize Orthotic Solution can capture 3D renderings of a patient's foot, then fine-tune and prescribe personalized orthoses for their patients—all in less than five minutes.[13] The solution, which was extended directly to consumers in December 2022, simplifies production and aims to help reduce carbon emissions and waste. It also allows patients to receive customized orthoses within two weeks.

We are also expanding our 3D printing offerings with engineering-grade white part production for a range of industries. This color expands product applications in medical settings and increases customer satisfaction. With very good resolution and new coloring options, this material will enable a new generation of advanced orthotic and prosthetic custom devices.

Learn more about healthcare and medical 3D printing.

From insoles for foot pain to casts and splints, 3D printing is shaping a new era of customized care and making one-size-fits-all a thing of the past. Learn more.

Go Beyond

Print solutions

HP HEALTHCARE print solutions help to support patient wellbeing and safety, care coordination, mobility, privacy, and security. The portfolio offers Basic Print Cloud Services delivered through HP Print Security Advisory Services and HP Security Manager,[14] providing patient data protection to all HP devices, with the added protection of PrintSecure on Zebra wristband printers. Learn more.

Community giving and volunteerism

We work to accelerate digital equity, connect communities to greater economic and social opportunity, and bring technology-related learning experiences to underrepresented and underserved communities worldwide. By leveraging our technology, scope, and scale, together with strategic local and international partnerships, we create positive impact in the communities where we live, work, and do business. Corporate contributions, the HP Foundation,[15] and employee giving and volunteerism are central to our approach. See HP's Global Charitable Contributions Policy.

2025 goal Achieved

Contribute US$100 million in HP Foundation and employee community giving[16] by 2025 (cumulative since the beginning of 2016)

Progress through 2022
Reached US$103.7 million in HP Foundation and employee community giving.

Focus areas

Technology-enabled education and skills-building

Environmental stewardship, resilience, and disaster recovery

Inclusion and empowerment for underrepresented and marginalized groups

How we supported our communities in 2022

US$44.08 million
in cash contributions and products

US$11.14 million
in HP Foundation cash contributions

US$3.00 million
in employee giving

258,000 hours
volunteered by 15,600 employees

HP Foundation programs

HP LIFE: Learning and employment opportunities for aspiring entrepreneurs

To help accelerate digital equity and build skills for the future, the HP Foundation provides core business and IT skills training free of charge for start-ups, students, and small businesses through HP LIFE. The program offers global access to more than 30 free courses in eight languages, available online and through a mobile app. In 2022, 198,000 new users registered on HP LIFE, 21% more than in 2021. All HP LIFE courses are compliant with Web Content Accessibility Guidelines 2.1.

We partner with world-class organizations to expand the impact of HP LIFE. See HP LIFE success stories.

2030 goal

Enroll 1.5 million HP LIFE users between 2016 and 2030

Progress through 2022
Enrolled 731,000 since 2016.

The digital business skills provided through HP LIFE's free courses helped one executive secretary in Nigeria to become an entrepreneur, gaining fulfillment and creating opportunities for her community. Learn more.

Go Beyond

Entrepreneurial Skills Development Initiative for the SDGs

The United Nations Development Programme, in partnership with the HP Foundation, is working to foster IT and core business skills development, while supporting entrepreneurial learning and providing related educational resources, for example through the Entrepreneurial Skills Development Initiative for the SDGs. The program is collaborating with six universities in Egypt to deliver capability building to educators through HP LIFE.

Extending HP LIFE with Junior Achievement (JA) Worldwide

In 2022, HP continued our partnership with JA Worldwide in Brazil, Bulgaria, Colombia, Greece, Hungary, Indonesia, Peru, Romania, Spain, Tunisia, and Türkiye. Through this partnership, 19,900 new users participated in HP LIFE courses during the year.

BeChangeMaker: Empowering social entrepreneurs

In partnership with WorldSkills International, HP LIFE hosts an annual BeChangeMaker business pitch competition. Teams of participants aged 18–35 use HP LIFE courses to develop their social venture ideas related to the UN Sustainable Development Goals, create a viable business model, and pitch their concept to HP employees who serve as mentors and judges. In 2022, HP and WorldSkills hosted:

- BeChangeMaker Global, with the top six teams chosen from more than 200 applicants representing over 50 countries and regions. The winning team—Happy Pads—pitched a project to develop affordable, sustainable sanitary products for women and girls.
- BeChangeMaker Africa—for the third year—selecting the top six entrants from more than 150 applications across 32 countries. Team EMaâlem, of Morocco, took first place with an idea for a platform to help artisans promote and sell their products online. This was one of around 30 applications that proposed social entrepreneurship initiatives to tackle social and developmental challenges on the African continent.

Imagine Grants

Through the HP Foundation's Imagine Grants, HP leaders and country managers allocate cash grants to local nonprofits in support of HP's Digital Equity goal. In 2022, we fulfilled US$1.18 million in Imagine Grants worldwide, to enable the purchase of technology or the provision of access to connectivity, or to support technology-related education.

US$1.18 million

in Imagine Grants worldwide, to enable the purchase of technology or the provision of access to connectivity, or to support technology-related education

Disaster recovery and resilience

HP, our employees, and the HP Foundation together provide financial support for communities affected by natural disasters and emergencies. In 2022, we gave US$4.1 million in disaster relief funding, providing assistance to those affected by the war in Ukraine, helping to alleviate the impact of floods in Bangladesh and Pakistan, and aiding those affected by wildfires, flooding, and hurricanes in the United States, among other projects.

During the year, we worked with strategic partners, including the American Red Cross, the International Federation of Red Cross and Red Crescent Societies, Save the Children, UNICEF, and the UNHCR. HP Foundation is a member of the American Red Cross Disaster Responder Program, a partnership that supports disaster relief by investing in emergency preparedness resources before they are needed.

HP's Innovation & Digital Education Academy (IDEA) provided special trainings to support teachers after the early 2023 earthquakes in Türkiye. Learn more.

Supporting Ukraine

Following Russia's invasion of Ukraine, HP and our employees moved quickly to respond by giving products, money, and time to support refugees and displaced people.

Recognizing the serious digital equity impact on people forced away from their homes, during 2022 and 2023 we donated more than 76,000 laptops, worth over US$30 million, in collaboration with the Global Business Coalition for Education. We made these devices available to support educators and students, healthcare personnel, and skills-training professionals to ensure continued access to vital services.

Complementing these product donations, HP Foundation made grants totaling US$3.3 million to local NGOs supporting refugees and relief efforts as well as the UN High Commissioner for Refugees (UNHCR) and UNICEF. The HP Foundation and HP employees provided more than US$500,000 to support the UNHCR, UNICEF, and 20 other NGOs providing Ukrainian relief.

HP employees across Central and Eastern Europe responded by helping hundreds of refugees fleeing across the border. They volunteered at local shelters and train station assistance points, collected vital items, provided food and drink, helped sort deliveries of aid, and made many other individual contributions.

Learn more about how HP's partnerships can advance digital equity for refugees.

Employee volunteerism

HP taps into the talents, passions, and entrepreneurial spirit of employees to make a difference in our communities. In 2022, 15,600 employees contributed a record 258,000 hours to local volunteer efforts in 60 countries, with a value of US$16.17 million—representing approximately a 90% increase compared to 2021.[17] HP employees are granted four hours' paid volunteer time per month.

2025 goal

Contribute 1.5 million employee volunteering hours by 2025 (cumulative since the beginning of 2016)

Progress through 2022
Reached 950,000 employee volunteer hours.

40 Days of Doing Good

In 2022, more than 4,900 employees in 53 countries participated in HP's annual 40 Days of Doing Good campaign—our annual, global volunteering push. Employees volunteered around 43,000 hours, supporting 245 projects. In alignment with our goal to accelerate and advance digital equity, the HP Foundation complemented these efforts with grants to support the work of education- and technology-related learning charities nominated by our employees. For example, 30 HP employees, in partnership with the HP Pride Business Impact Network, supported Refugio Casa Frida in Mexico. The charity assists LGBTQ+ refugees through emergency housing, mental health and wellbeing support, and access to resources and training. The HP team selected 10 HP LIFE courses, matched to participants' needs, and delivered them through 60-minute Zoom sessions. See Data for detailed figures.

43,000
employee volunteer hours during 40 Days of Doing Good, supporting 245 projects

HP empowers its employees to support their communities.

Data

Community giving and volunteerism

	2020	2021	2022
Social investment* (US$ million)	**34.87**	**29.06**	**71.39**
Company cash contributions	3.71	10.44	10.08
HP Foundation cash contributions	9.88	6.96	11.14
Products**	13.86	3.08	34.00
Services***	7.42	8.58	16.17
Social investment (% of net earnings)	1.23%	0.45%	2.23%
U.S. employee contributions to Cash Matching Program (US$ million)	2.65	2.65	3.00
HP Foundation contributions to Cash Matching Program (US$ million)	3.66	2.73	3.70
Employee volunteer hours	127,000	136,000	258,000

* Social investments include all corporate giving made to nonprofit organizations from HP plus the valuation of employee volunteer hours. Data excludes contributions to the HP Foundation and employee donations but includes HP's matching contributions and contributions from the HP Foundation to other organizations.

** Product donations are valued at the internet list price. This is the price a customer would have paid to purchase the equipment through the HP direct sales channel on the internet at the time the grant was processed.

*** "Services" equals the valuation of HP employee volunteer hours. Valuation rates are based on figures provided by Chief Executives for Corporate Purpose (CECP) (for the skills-based rate) and Independent Sector (for the hands-on rate).

Progress related to HP Digital Equity goals*

	2020	2021	2022
People for whom digital equity was accelerated**	N/A	4,253,000	17,096,000
Students and adult learners benefiting from HP's education programs and solutions***	20,785,000	24,038,000	29,519,000
HP LIFE users enrolled	155,000	163,000	198,000

* HP LIFE users enrolled data is also included in each of the other two metrics.

** Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

*** We enable better learning outcomes by supporting education through provision of learning and digital literacy programs and solutions. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

Integrity

HP employees at our facility in Houston, Texas, United States.

We are committed to acting with integrity in everything that we do. We seek to treat everyone with respect and to uphold our ethical standards through strong policies and corporate governance. We regard privacy as a human right that is fundamentally important to our customers and partners, as well as a growing source of competitive advantage. In our engagement with governments and others, we align our public policy advocacy with both our business interests and our company values. We are committed to creating high-quality products that are safe to use, seeking opportunities for improvement, and sharing extensive safety information online.

Ethics and anti-corruption

We expect everyone at HP to meet the highest ethical standards and to treat others with integrity, respect, and fairness. A strong commitment to our values underpins our efforts, reinforced by in-depth training and communication, and upheld through targeted policies and strong governance. Conducting business with purpose and integrity is central to our culture. In 2023, Ethisphere recognized HP for the fourth consecutive year, naming us one of the World's Most Ethical Companies™.

HP is committed to complying with all applicable laws and regulations everywhere we operate. We also require ethical conduct by our suppliers and partners, and capitalize on our scale and influence to drive progress across the broader IT industry. See Human rights due diligence and Supply chain workers.

Ethics

Training and communication

The annual training on Integrity at HP—our employee code of conduct—covers key policies, procedures, and high-risk issues employees might face, incorporating scenarios based on actual investigations. During 2022, the course included content on HP's culture, raising concerns, anti-corruption (with additional content for employees in sales, finance, government relations, partner-facing, and public sector roles), conflicts of interest, charitable contributions, accurate business records, insider trading, protection of confidential information, anti-retaliation, and nondiscrimination. The training also included additional content for managers. All HP employees are required to complete the training each year.

During 2022, all 13 members of HP's Board of Directors received Integrity at HP content relevant to their positions, and certified that they had read it.

Regular training, newsletters, virtual coffee talks, and communications campaigns reinforce the values of Integrity at HP and keep ethical practices top of mind throughout the year. In 2022, we launched our interactive code of conduct, which offers employees another way to access our policies, definitions, and other resources. Analytics about employee use of this resource inform our communications and training strategy. In 2022, the Ethics Office expanded and updated content on Integrity Central, our employee-accessible library of ready-to-use material on key ethics topics. New videos were added to our comprehensive library of toolkits, posters, infographics, training materials, and scenarios.

Ongoing goal Achieved

Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors

Progress in 2022
99.3% of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors.[1]

Ethics and compliance governance at HP

Board of Directors

The Board of Directors is responsible for overseeing ethics and compliance at HP. Chip Bergh is the chairman. All members are independent directors, excluding Enrique Lores, president and CEO, HP Inc.

Board of Directors Audit Committee

Provides non-executive input and guidance to the Ethics and Compliance Office.

Ethics and Compliance Committee

Composed of HP executives and provides oversight and guidance on the design and implementation of our ethics and compliance program.

Ethics and Compliance Office (within Global Legal Affairs)

Manages ethics issues across our global operations. Specific responsibilities include oversight of Integrity at HP, coordination of the company's Compliance Assessment Program, management of the Anti-Corruption Program, and the design and management of processes that prevent, mitigate, and remediate all related business impacts.

See governance information online, including the board's composition, committees, and charters, as well as our company bylaws and Corporate Governance Guidelines.

Reporting concerns

All employees and third parties can ask questions and report ethics concerns via an online form, global in-country, 24-hour, toll-free phone lines (available internally and externally) with translation, text messaging (in the United States), and mail, as well as in person. We offer anonymous reporting options where allowed by law. At any time, employees can also reach out to their manager or another leader under HP's Open Door Policy, seek advice from internal ethics and compliance experts, or consult Internal Audit, the HP People Organization, local Integrity at HP teams, or Integrity at HP liaisons. HP does not tolerate retaliation against anyone who raises a concern or question.

Items reported to the global Integrity at HP team or other compliance functions*
percentage of total
Total number of reported items in 2022: 125

	2021	2022
Labor law	30%	32%
Misuse of assets	17%	16%
Inaccurate records	11%	13%
Anti-corruption**	5%	9%
Fraud	15%	9%
Conflicts of interest	8%	8%
Theft	5%	7%
Competition	2%	2%
Policy escalation	0%	2%
Brand protection/channel	7%	1%
Procurement	0%	1%
Total	**100%**	**100%**

* The data in this table includes investigations conducted by the Integrity Investigations Team. This does not include inquiries or matters referred to a business unit or function for handling.

** Includes allegations of commercial bribery, kickbacks, and Global Business Amenities Policy violations, as well as alleged corruption related to foreign public officials.

Investigating concerns

Suspected violations of Integrity at HP damage trust in our company. We take all alleged violations seriously, ensure responses are timely, and take disciplinary or remedial actions when appropriate, including coaching, verbal warnings, written warnings, and termination. Serious violations may impact an employee's Total Rewards package (subject to local labor laws and where legally permissible).

Once an allegation or concern has been submitted through one of our reporting avenues, the complainant receives an acknowledgment from the case management tool with an access number and password that can be used to check the status of their concern. The Integrity Investigations Team performs an initial evaluation and review to assess whether the allegation is employee-related, and should be investigated as an integrity matter, or referred to the appropriate business unit or function for handling. During an investigation, the complainant may be contacted by a member of the Investigations Team for additional information. If the concern was reported anonymously, a request for additional information will be made through the case management tool. The complainant must review the case management tool using the access code and password to check for any requests or updates from the Investigations Team. Once the investigation has concluded, a confidential investigation report is drafted, including proposed recommendations. This report is then sent to the relevant review team for approval. The complainant is informed when the investigation has concluded, and, if applicable, appropriate action is taken. The timeline for investigating concerns is determined on a case-by-case basis, depending on the type of allegation and the complexity of the matter.

When appropriate, representatives from our legal, Controllership, and People Organization teams (including dedicated employee relations investigators from the People Organization) conduct in-country investigations. Escalated allegations are investigated by a dedicated global Integrity Investigations Team. HP's investigation process continues to evolve, with improved resources and technology to promptly respond to concerns and perform investigation-related functions in-house. Additionally, our global case management tool enables us to identify emerging trends in ethics violations and assess where additional controls may be needed.

Anti-corruption

Corruption disrupts fair competition, and is at odds with HP values. We do not tolerate corrupt behavior of any kind, including bribery and kickbacks.

Our Anti-Corruption Policy and compliance program require our employees, partners, and suppliers to follow all applicable national laws and regulations, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. Although HP is not certified to an anti-corruption management system, all of our operational sites and subsidiaries are required to follow HP's Anti-Corruption Policy and are subject to HP's compliance program and procedures (or a comparable subsidiary-level policy and compliance program).

Risk assessment and audits

HP conducts regular internal assessments of corruption-related risks on a cross-section of our global operations based on perceived risk, including detailed reviews of the company's global policies and processes applicable to all business units and global functions worldwide. We also use internal data and Transparency International's Corruption Perceptions Index (CPI) to identify high-risk regions and assess risks related to our business. HP maintains a public sector data analytics process to monitor and mitigate potential risk from its public sector business. These tools are subject to regular review and improvement to enhance the quantity and quality of available data.

We also periodically retain outside experts to assess our anti-corruption policies and programs. We benchmark our approach against peer companies to identify best practices in areas including operational procedures, employee education, and supplier and partner training and monitoring.

Complementing these assessments, HP conducts regular audits focused on potential corruption risks in our operations. These audits include end-to-end review and testing of compliance policies and processes.

Potential corruption risks are reviewed using HP transactional data and third-party corruption assessments. The Anti-Corruption Team may then take various actions to appropriately minimize or eliminate identified risk. These can include termination of partner contracts or special handling measures.

Third-party management and due diligence

HP performs ongoing risk-based due diligence of third parties that support our business, including channel partners, sales intermediaries, suppliers, and lobbyists. We communicate HP's anti-corruption standards and requirements to third parties through contractual terms and conditions as well as our Partner Code of Conduct and Supplier Code of Conduct. HP ordinarily requires partners and suppliers, respectively, to comply with our Partner and Supplier Codes of Conduct.

HP has implemented and maintains a robust risk-based legal and regulatory due diligence program to detect, mitigate, and prevent third-party anti-corruption compliance risks and violations.

We determine risk levels based primarily on completion of our due diligence questionnaire by the third party (every three years, for existing partners and high-risk suppliers) as well as the country-level CPI. Based on these items, HP decides whether to conduct an additional due diligence investigation. If we determine that the risk cannot be mitigated, we apply consequences to the relevant third party by removing access to specific benefits and/or terminating any contract with HP.

HP requires third parties to complete due diligence on a predetermined basis. In general, all channel partners must complete this process before beginning a contractual relationship with HP and then undergo a renewal process at least once every three years. Third parties receive training as part of HP's due diligence process.

Training and communication

We deliver comprehensive anti-corruption content to all employees through annual Integrity at HP training, as well as to all members of the Board of Directors. Employees in sales, finance, government relations, partner-facing, and public sector roles are also assigned to complete additional anti-corruption content as a part of this training. We also communicate year-round with our employees to reinforce our policies, controls, and training.

During 2022, about 3,500 employees (94% of the relevant employee base) completed training on the requirements for doing business with the U.S. government.

Requirements for mitigating anti-corruption risk associated with charitable giving are communicated to employees through the HP Global Charitable Contributions Policy, and risks are mitigated through the grant-making process.

Privacy

HP recognizes that privacy is a fundamental human right; we further recognize the importance of privacy, security, and data protection to our customers and partners worldwide. This is a critical pillar of brand trust and increasingly a source of competitive advantage in an era of accelerated innovation, global data proliferation, and fast-changing regulatory frameworks. We build privacy, security, and data protection into the design and development of our products, services, and operations. We strive to provide protections that exceed legal minimums across all our operations, and to deploy consistent, rigorous policies and procedures to give our customers, employees, and partners confidence when sharing personal information with us and using our products and services.

See our Privacy website for additional information.

Approach

Our rigorous policies, standards, controls, and governance are designed to keep personal data safe and respect privacy.

- Our Privacy Statement describes our privacy practices, as well as the choices users can make and the rights they can exercise related to personal data.
- We maintain internal policies and standards that align with international data protection and privacy principles. These policies and standards cover the data life cycle and continually strengthen privacy protections to meet the requirements of changing regulations and evolving circumstances. This includes implementing enhanced internal policies and procedures to address our obligations as a data controller and processor, and to ensure that data subject rights are respected.
- HP's privacy policies are embedded in our group-wide risk/compliance management through the Compliance Assessment Program (CAP) that is designed to prevent, mitigate, and remediate all compliance related business impacts.
- Our privacy controls framework includes more than 100 activities related to data protection compliance. This framework is the core of our privacy and data protection program, which includes comprehensive internal policies, employee training, assurance and risk mitigation, an incident management process, privacy certifications, information security controls, and defined supplier contractual terms and assessment for privacy and security compliance.
- Our data protection officer, together with HP's Trust and Privacy Team, provides oversight and leadership for compliance and the safeguarding of personal information. The Trust and Privacy Team works closely with appointed privacy leads in business teams and with the company's Cybersecurity Team.
- HP's Health Insurance Portability and Accountability Act (HIPAA) Compliance Office oversees compliance with HIPAA laws where they are triggered by our commercial services engagements.

In 2022, all HP employees were required to complete our privacy principles training, and 97% of them completed the course during the four-week campaign. The training is intended to reinforce HP's privacy and data protection principles, and to ensure that employees understand how to respect and protect employee and customer privacy. During the year, we also offered access to online courses that provide additional topic- and role-based training opportunities.

Throughout the year, several regulatory changes influenced adjustments to our privacy program, including requirements from the United States and China that increased emphasis on transparency, consent, and individual data rights. In addition, as we continue our digital transformation journey, personal data governance is more critical to our business. To address these business and regulatory changes, we continue to further enhance our privacy capabilities related to data environments and user experiences, such as by automating our data-discovery process globally to help us manage privacy at the data level, and growing the privacy engineering expertise in our software and data teams. Moving forward, these initiatives will be led through the pan-HP Privacy Project Management Office, launched in 2022, which will help us drive alignment and consistency across projects in order to strengthen our privacy program and implementation.

97%

of HP employees completed our privacy principles training during the four-week campaign

Global standards and international data transfers

The secure movement of data is essential to our business. As legislation continues to evolve, our Policy and Assurance Team works with governments worldwide to develop robust and globally interoperable privacy and data transfer frameworks. Learn more.

HP relies on lawful mechanisms for data transfer to drive accountability across the organization and enable the movement of HP data across jurisdictions. A description of the transfer mechanisms HP uses can be found in the International Data Transfers section of the HP Privacy Statement.

During 2022, we worked to interpret China's Personal Information Protection Law (PIPL) to address its requirements for HP, and we submitted HP's first cross-border data-transfer approval request based on that law in December. We also updated our Binding Corporate Rule (BCR) documentation for the EU and UK, and are working with regulators from both jurisdictions to ensure HP's program meets the evolving BCR requirements. This will facilitate smoother HP data transfers from those locations.

In addition, we completed EU Transfer Impact Assessments for our key products and services during 2022. These assess risk related to data transfers from the EU and are increasingly important to European commercial customers. The work on Transfer Impact Assessments for HP data will continue during 2023.

Privacy complaints, breaches, and requests

HP complies with worldwide privacy- and data-breach notification laws and regulations, tracks the number of substantiated complaints from third parties and personal data requests made to HP by individuals, and maintains an internal incident-reporting process. Once a potential breach of personal data is identified, a core team—including representatives from privacy, cybersecurity, legal, and communications—manages and communicates about the breach, including any commercial or legal obligations to notify customers.

In 2022, we saw a significant increase in data rights requests to HP. We believe this was caused by greater user awareness and empowerment in exercising rights as provided by law, and also by changes in laws in some jurisdictions, particularly in the United States.

We have implemented a process to handle and document government access requests for personal data. Under this process, our privacy counsel reviews and recommends how to address such requests in accordance with legal requirements. Ultimately, the data protection officer approves the request as appropriate and in accordance with HP's BCRs.

Privacy-related complaints, breaches, and requests*

	2020	2021	2022
Substantiated complaints regarding breaches of customer privacy and losses of customer data at HP			
Substantiated complaints from outside parties (including customers)	22	37	16
Substantiated complaints from regulatory or other official bodies	2	4	2
Data breaches (total)**	28	33	20
Data breaches (reportable)**	1	4	3
Data requests made to HP***			
Right to access/know (completed)	137	156	163
Right to access/know (rejected)	36	49	56
Right to erasure/be forgotten (completed)	2,195	4,400	7,258
Right to erasure/be forgotten (rejected)	961	2,596	11,246

* Breaches of customer privacy cover any noncompliance with existing legal regulations and voluntary standards regarding the protection of customer privacy related to data for which HP is the data controller. Substantiated complaints are written statements addressed to the organization by regulatory or similar official bodies that identify breaches of customer privacy, or complaints lodged with the organization that have been recognized as legitimate by the organization.

** Reportable data breaches are those that are required to be reported by law. 2020 was the first year that HP disclosed this data in this report. The majority of the total data breaches were caused by human error or technical glitches and not a failure of our product or services security infrastructure.

*** This data relates to requests made to HP by individuals globally. 2020 was the first year that HP disclosed this data in this report. The median number of days taken to respond to right to access/know requests and right to erasure/be forgotten requests in 2022 was 17.

Cybersecurity

Cybersecurity is a key pillar of our continuing digital transformation and a high priority for HP, our customers, and other stakeholders. Our holistic approach integrates cybersecurity across the value chain, including in the design, development, and delivery of our products, services, solutions, and operations. We build resiliency into our business model, and work to avoid cybersecurity incidents. When cybersecurity issues do occur, we rapidly identify and resolve them, protecting individuals, our customers, and HP.

Policies and standards

We maintain consistent, rigorous cybersecurity policies, standards, and procedures to give our customers, employees, and partners confidence when sharing data with us. The HP Cybersecurity Policy Suite provides a framework for the company, informs overarching governance in this area, and underpins cybersecurity company-wide. We regularly update our policies and standards to reflect new processing activities and regulatory developments.

We educate HP employees annually about our policies and standards, as well as regulatory requirements, emerging threats, and new practices. In addition, we conduct awareness campaigns throughout the year, including during October, which is Cybersecurity Awareness Month.

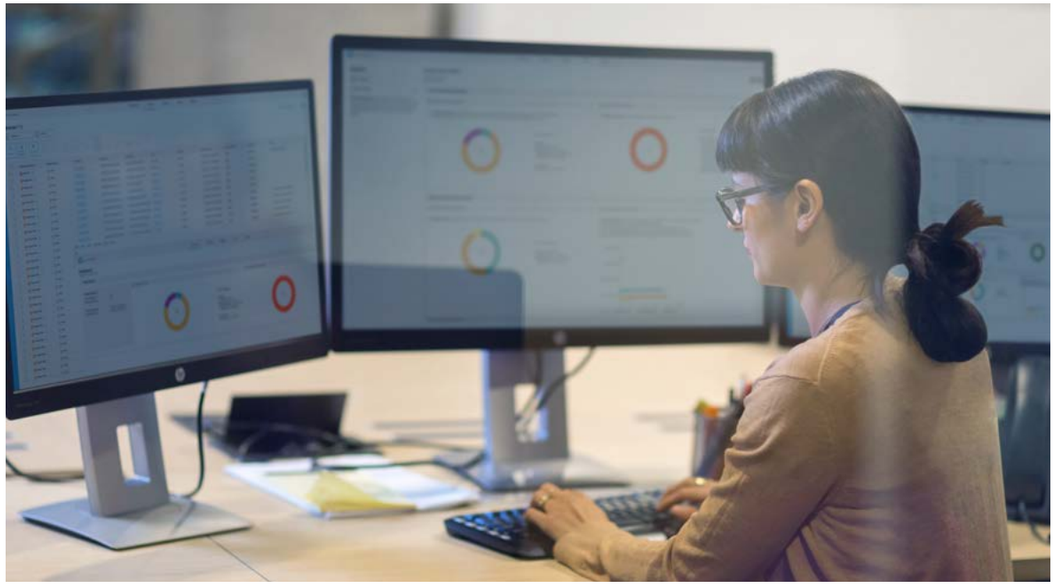
Cybersecurity Organization

Our Cybersecurity Organization, led by HP's chief information security officer, maintains governance, processes, resources, and IT partner and vendor relationships to help identify and prevent unwanted access, security threats, and cyberattacks. It also provides extensive incident response, vulnerability management, and business continuity and disaster recovery programs across HP, to support best-in-class end-to-end security throughout HP's supply chain.

Worldwide Security and Analytics Practice

Our Worldwide Security and Analytics Practice, led by HP's chief security advisor, advances security within HP's business units and products, and collaborates with customers and clients. The Practice leads efforts to educate our employees and clients about cybersecurity, conducts related risk assessments, establishes baselines, and creates cybersecurity roadmaps for HP and our clients.

The Practice also drives alignment with regulatory and compliance requirements such as HIPAA, the Payment Card Industry Data Security Standard, and various privacy laws. The Practice coordinates HP's client-facing Security Advisory Board, which includes our chief security advisor among its members. In addition, the Practice facilitates and participates in customer cybersecurity incident response and customer cybersecurity events as needed and/or requested, and in 2022 collaborated with HP's printing business units on the company's Bug Bounty program.



Certification, audits, and assessments

The Cybersecurity Organization regularly conducts audits of HP cybersecurity systems and performs annual risk assessments of related HP systems and processes, including our information security management system (ISMS). It also drives third-party risk assessments into our procurement process.

Our risk-based ISMS maintained ISO/International Electrotechnical Commission (IEC) 27001 certification during 2022, assuring that HP meets the international standard for information systems security. We regularly commission internal and external audits by independent assessors and conduct an annual National Institute of Standards and Technology framework assessment. See details about the certification of HP services and systems to recognized industry standards, including ISO/IEC 27001:2013 Information Security Management certification, ISO/IEC 27701:2019 Information Security Management certification, ISO/IEC 20243:2018 Supply Chain Security Certification, System and Organization Controls (SOC2) Type II, and Secure Development Practices Assessment Certification (SD-PAC).

The Worldwide Security and Analytics Practice audits HP, as a customer, as well as HP's customer-facing cybersecurity systems, and conducts annual risk assessments of related systems and processes to help establish baselines and drive improvement in cybersecurity postures.

Incident response

We have formal processes to address cybersecurity events associated with our worldwide client base that include customer support and mechanisms to escalate issues as needed. Our online Security Bulletins support HP's commitment to provide prompt notification and remediation of any vulnerabilities related to our products, services, and solutions. When incidents occur, the Cybersecurity Organization, the Worldwide Security and Analytics Practice, and our chief technologist for security respond swiftly, reporting activities to relevant leadership. When a potential cybersecurity event is identified, a core team is responsible for management of the event, including any commercial or legal obligations to notify our customers. If the potential cybersecurity event involves personal data, HP's Trust and Privacy Team is engaged as well.

During 2022, HP did not experience any cybersecurity events that required disclosure to the U.S. Securities and Exchange Commission.[2] See the Privacy section for analysis of data breaches associated with such cybersecurity events.

External engagement

HP is committed to advancing progress in cybersecurity across the industry and beyond by participating in relevant organizations and advisory boards, including ACM, IEEE, ISA, ISACA, (ISC)2, ISSA, NIST, SANS, ACFE, and IIA. In addition, we collaborate with a variety of educational institutions that have formal cybersecurity programs and provide a pool of possible interns and new employee hires. We host the HP Client Advisory Council, which drives awareness and education and provides a forum for knowledge-sharing with clients worldwide.

Security and privacy

HP continues to conduct and participate in cybersecurity research to identify and understand cybersecurity trends, risks, and threats, and to drive cybersecurity innovation in our products, devices, services, and solutions. We follow security-by-design and privacy-by-design principles and build security and resilience into our products, devices, services, and solutions throughout the product life cycle, from design, component sourcing, and manufacturing to transportation, service, and take-back.

Product security and privacy

Cybersecurity is an increasing concern for our customers worldwide. We continually work to enhance HP products, solutions, and services to offer industry-leading security and resiliency capabilities and help ensure privacy, and we seek to address and anticipate an ever-evolving cyberthreat landscape.

HP's leadership team oversees our portfolio-wide approach to security and provides the resources needed to support HP's continued leadership. Our Security Advisory Board, consisting of several HP leaders as well as external advisors with broad backgrounds in offensive and defensive security, advises us on the ever-changing threat landscape, augmenting our work in HP R&D and HP Labs research activities.

HP follows security-by-design and privacy-by-design principles, including zero trust principles, in the development of our products, from design through manufacturing, renewal/reuse, and recycling. We build protection, detection, and recovery capabilities into our devices, not just in software, providing customers separate, auditable security mechanisms to help manage and recover from security risks.

We design business PCs and printing systems with future threats in mind, with built-in, hardware-enforced security and resiliency capabilities that integrate seamlessly with an organization's broader infrastructure. Aiming to deliver the most secure devices and the services and solutions to help our customers use endpoint infrastructures safely and confidently are the foundations of our strategy.

We continually conduct threat analysis on new methods of compromising a PC or printing system, which in turn helps guide product-security development efforts. We employ cybersecurity specialists and conduct cybersecurity architecture reviews, penetration testing, code reviews, and automated code scanning using industry-leading tools. When issues arise, we take appropriate actions to remediate reported security vulnerabilities.

Through our Bug Bounty program, we offer rewards for highly trained, geographically diverse, ethical hackers who expose flaws in our personal systems and print technologies. The program leverages deep, hard-to-find technical skills to find obscure, previously unidentified vulnerabilities in our devices and ink/toner cartridges before they are released to market.

Our industry best practice Coordinated Vulnerability Disclosure approach describes how we work with partners, industry, and the security community to address vulnerabilities. When notified about a suspected vulnerability, we investigate thoroughly and, if confirmed, work with the submitter on remediation and a coordinated public release of information.

The HP supply chain security group works to ensure that our products can resist attacks throughout the supply chain life cycle, from component sourcing and manufacturing to transportation, service, and take-back. Our HP Product Cybersecurity Standard for Suppliers, enforced through periodic audits, contractually holds relevant suppliers to requirements that mitigate the risks of counterfeits, malware, and tampering. Further, HP continues to innovate with product design and technical capabilities to help address supply chain cybersecurity risk. Examples include HP Sure Start and hardware design to protect, detect, and recover firmware tampering, as well as the HP Tamper Lock, configured in the factory to give customers the ability to detect physical tampering of their PCs. During 2021, HP received the ISO/IEC 20243 supply chain security certification for its enterprise printers and Original HP cartridges, which validates HP's commitment to deliver trusted and tamper-resistant printers and cartridges. Learn more.

Personal systems

HP produces the world's most secure PCs and workstations.[3] We take a unique approach and deliver comprehensive endpoint security, built on a foundation of hardware-based security. This starts in silicon with the Endpoint Security Controller, and continues with HP-developed BIOS firmware security capabilities and our ability to configure hardware security for customers direct from the factory. This full stack enables maximum security coverage compared with a software-only approach.

HP Threat Containment solutions such as HP Sure Click[4] and HP Sure Access[5] go beyond traditional malware detection, providing inherent protection by isolating malware and removing risk from the most common attack types, allowing users to "work without worry."

HP's threat research experts provide breaking news on malware and observed threats, including indicators of compromise and suggestions on how to defend against threats.

Learn more about our personal systems security solutions, including how HP Secure Erase[6] and HP Sure Recover[7] provide secure solutions for an organization to safely and seamlessly redeploy devices. Also, learn about HP Renew Services, including HP Device Recovery Service and HP Recycling Service.

Printers

HP offers the world's most secure printers,[8] and our FutureSmart printers meet and exceed the NIST Platform Firmware Resiliency Guidelines. HP FutureSmart printers automatically self-heal and recover from attacks, and provide the following award-winning features:

- HP Sure Start maintains BIOS integrity and can automatically recover from potential attacks.
- Whitelisting ensures both HP and HP-approved partner firmware is digitally signed and validated.
- Memory Shield™ includes both hardware-protected run-time intrusion detection that monitors memory for unusual activity and Control Flow Integrity, which monitors the execution flow of the printer and detects any alterations.
- HP Connection Inspector monitors outbound printer network connections and detects any anomalous behavior.

As an added layer of print security, Original HP office print cartridges contain tamper-resistant, proprietary firmware that helps prevent modification from third parties after production and helps reduce the risk of malicious code entering the cartridge chip.

HP Security Manager is the industry's only comprehensive policy-based printer security compliance tool. It is used to assess and remediate configuration settings across HP printer fleets.

HP Print Security Services combines credentialed security experts and trained print specialists to assess customers' unique print environments, address compliance requirements, develop and implement plans, provide ongoing management, and proactively identify gaps in defenses.

Learn more about security solutions.

Public policy

Governments around the world, responding to changing geopolitical dynamics and economic forces, are considering policy actions that address trust, resilience, and sustainability.

HP public policy engagements are aligned with our business interests and our core values. We advocate for measures that allow operational flexibility, create business opportunities, and reduce risks for HP.

Policy priorities

Our global Government Affairs and Public Policy Team leads our engagement with policymakers, regulators, trade associations, and peer companies to advance public policies aligned with HP's interests and values. Our priorities include:

- Ensuring market access and enabling supply chain resilience
- Promoting strong intellectual property protection laws and enforcement against counterfeit print supplies
- Preserving competitive tax structures and economic investment incentives
- Creating digital trust through robust and interoperable data-governance efforts that preserve open data flows
- Advancing diversity, equity, and inclusion and accelerating digital equity
- Promoting sound sustainability policies that support progress in areas such as circular economy and energy efficiency

Political engagement

We conduct all political engagements in a transparent, legal, and ethical manner and in accordance with Integrity at HP.

In 2021, HP and the HP Employee Political Action Committee (PAC) ceased supporting candidates for elected office (and the HP PAC was dissolved). HP does not make political contributions within or outside the United States.

We also make public our U.S. and EU lobbying expenditures and membership in U.S. trade associations that engage in lobbying activity, and we adhere to all local lobbying disclosure laws. HP did not make any in-kind political donations in 2022.

In 2022, for the fifth year in a row, we earned a perfect score and tied for first place overall among S&P 500 companies in the CPA-Zicklin Index of Corporate Political Disclosure and Accountability.

Political contributions and lobbying expenditures

	2020	2021	2022
HP corporate political contributions*			
State and local candidates and groups (US$)	$138,900	N/A	N/A
HP employee PAC contributions*			
Federal and state candidates, party committees, and PACs supporting diverse candidates (US$)	$95,000	N/A	N/A
HP lobbying expenditures			
Total U.S. federal lobbying expenditures (reported quarterly under the Lobbying Disclosure Act) (US$)	$1,570,000	$2,140,000	$2,670,000

* In 2021, HP and the HP PAC ceased supporting candidates for elected office (and the HP PAC was dissolved).

Product safety

HP is committed to providing products that are safe for their intended use and that comply with applicable government regulations. All HP-branded electrical products undergo evaluations and testing to ensure that they meet HP safety standards. This is consistent with HP's Safe & Legal Product requirements, which outline relevant internal and international safety standard requirements (e.g., the UL/EN/IEC 62368-1 safety standard). HP continually evaluates products to identify and implement opportunities for ongoing improvement.

We share extensive product safety information online to support customers' informed purchasing decisions. View Declarations of Conformity for EU and UK requirements, as well as certifications for other locations. Contact the HP Sustainability and Compliance Center regarding declarations for other countries.

Safety data sheets are available for HP formulated products, including inks, toners, batteries, and 3D printing materials and fusing and detailing agents. The information includes physical, chemical, and toxicological properties, regulatory details, and recommendations for safe handling. Many HP products also qualify for eco labels and other certifications that cover health and safety as well as environmental aspects.

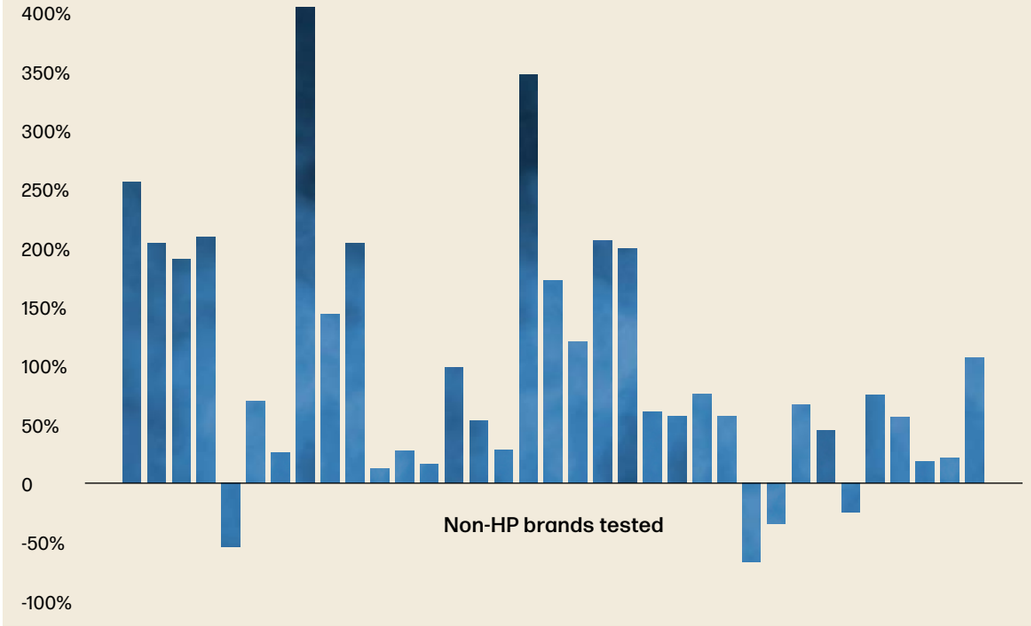
Home and office printing solutions

Indoor air quality

Original HP toner and ink cartridges are designed and tested with indoor air quality in mind. HP voluntarily designs and tests its printing systems[9] to meet Blue Angel and EPEAT® indoor air quality (IAQ) emission standards.

In 2022, HP commissioned the Fraunhofer Institute's Wilhem-Klauditz-Institut (WKI) to perform studies that tested the emission rates of volatile organic compounds (VOCs) of different toner cartridge brands used in popular HP laser printers. WKI's tests on brands most commonly available in the North America, Latin America, Asia Pacific, and Europe, Middle East, and Africa (EMEA) regions found that 89% of the non-HP cartridges tested failed to meet Blue Angel emission criteria.[10]

Total volatile organic compounds emissions from non-HP cartridges tested*
percentage emissions above or below the Blue Angel limit



* Results from WKI study: 2022 WKI emissions testing study, commissioned by HP, in compliance with Blue Angel protocol DE-UZ 219: 35 non-HP (27 imitation and eight remanufactured) toner cartridge brands compatible with HP Color LaserJet Enterprise M553X and HP LaserJet M404dn purchased around the world. See HP.com/go/ IAQnonhpWKI2022.

Large format printing

The water-based formulation of HP Latex Inks provides a more comfortable and welcoming print-production environment without trading off performance. HP Latex Inks consist of up to 65% water and are designed to avoid the hazards associated with ultraviolet (UV) inks. They contain zero hazardous air pollutants[11] and are nonflammable and noncombustible.[12] They don't release ozone, avoid problematic reactive monomer chemistry,[13] and help reduce health and safety concerns in the working environment.

For our textile printing solutions, which include HP Stitch printers, HP conducts a hazard and regulatory assessment for each substance in the ink formulation to determine its suitability for the application. We also obtain the ECO PASSPORT by OEKO-TEX®, an independent safety certification for chemicals and colorants used in the manufacturing of textiles, which supports customers who wish to obtain the OEKO-TEX STANDARD 100 certification for their textile products.

Some HP inks are assessed to provide information about suitability for printing applications involving toys.[14] Test results for specific HP inks can be made available to customers upon request. For these assessments, we typically consider general chemical regulatory compliance criteria and material-specific requirements for ink formulations, with an emphasis on standards relating to paper and printing on books and puzzles.

See Product certifications and other information.

Industrial print

Food contact material compliance

We incorporate relevant food contact material regulations, industry guidance, and brand requirements into our formulation qualification process to support a variety of food packaging printing solutions offered by our Indigo, PageWide Industrial, and Specialty Printing Systems technologies. Whenever possible, HP strives to formulate with chemicals previously evaluated and deemed suitable for use in food packaging printing applications.

3D printing

For our 3D printing solutions, we conduct a hazard and regulatory assessment for each substance in the fusing and detailing agent formulations to determine suitability for applications such as toys, medical devices, and cosmetics packaging. To ensure we meet customers' sustainability requirements, we also review formulations against restricted substances lists as required by individual customers. HP 3D printing materials HP PA 11, HP PA 12, HP PA 12 GB, HP CB PA 12, HP PA 12 White, HP PP enabled by BASF, and HP TPA enabled by Evonik, as well as the corresponding HP 3D 600/700/710 and HP 3D 710R/710W Fusing and Detailing Agents, have been tested for regulated heavy metals, phthalates, bisphenol A (BPA), and migration of relevant components.

3D printing design courtesy of Invent Medical

Appendix

HP employees at our facility in Houston, Texas, United States.

About this report

Since 2001, HP has provided in-depth information on its social and environmental progress to stakeholders, including customers, industry analysts, investors, employees, and others.

To determine report contents, we consider:

- Our ESG materiality assessment
- Input from external stakeholders
- Broader sustainability context and trends
- External standards and frameworks such as GRI, the UN Global Compact, the UN Sustainable Development Goals, the Sustainability Accounting Standards Board Hardware Sustainability Accounting Standard, the Task Force on Climate-related Financial Disclosures, and the World Economic Forum International Business Council Stakeholder Capitalism Metrics

Throughout this report, we have included links to stories about HP's innovations and impact. In addition to our Sustainable Impact Report, we share information on our programs and progress on our Sustainable Impact website.

Reporting scope and measures

- This report covers HP's Sustainable Impact policies, programs, and goals. It includes HP's performance data through FY2022 (which ended October 31, 2022), unless stated otherwise.
- The information in this report is current as of the date of its initial publication on June 20, 2023. The report has not been updated to reflect any changes since that date, including any changes to HP's business or strategy. HP assumes no obligation and does not intend to update this report to reflect any such changes.
- The performance data in this report covers 100% of HP's global business operations and/or revenue, as of HP's most recently completed fiscal year, unless stated otherwise.
- All references to years are to HP's fiscal year, which ends October 31 of the year noted, unless stated otherwise.
- "Tonnes" refers to metric tons.

Metrics and goals

The metrics in this report are HP data, unless stated otherwise. Collecting data from more than 100 sites globally is complex, and the process can vary by issue, business unit, function, and geography. As a result, company-wide metrics can be difficult to define and implement. We continue to standardize our measurement systems and metrics. Data is rounded to reflect the appropriate level of certainty.

Reporting performance beyond our immediate operations is also challenging. We must make assumptions when estimating Scope 3 GHG emissions, product energy consumption and resulting GHG emissions, the percentage of HP products that are recycled, and other metrics. Where appropriate, we provide context for data to help readers understand limitations and draw appropriate conclusions.

Forward-looking content reflects approaches, goals, and priorities established by the HP teams responsible for implementing them. These were set in consultation with internal, and in some cases external, stakeholders, and consider leading corporate practices.

Feedback

Your comments and suggestions are important to us. Please provide any feedback on this report, our performance, or our website using our online form.

External verification

Assurance demonstrates our commitment that information in this report describes our performance accurately and completely.

In 2022, HP engaged Ernst & Young LLP (EY) to perform an independent review of selected key performance indicators in our 2022 HP Sustainable Impact Report. This process was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

For a full listing of the indicators within the scope of EY's review, please see the Independent accountants' review report.

In addition, the following data received external assurance this year:

- Product repair, reuse, and recycling: Through Environmental Resources Management, HP audited 51 vendor facilities in 25 countries during 2022, representing 82% of reuse vendor facilities and 52% of recycling vendor facilities. This included repeat audits of 31 vendor facilities to evaluate their efforts to improve performance. Learn more in Product reuse and recycling vendors.
- Supply chain: HP participates in the Responsible Business Alliance Validated Assessment Program, which uses independent external auditors to audit our suppliers' social and environmental responsibility performance against HP Supplier Code of Conduct requirements. Learn more in Supply chain workers.

Forward-looking statements

This document contains forward-looking statements based on current expectations and assumptions that involve risks and uncertainties. If the risks or uncertainties ever materialize or the assumptions prove incorrect, they could affect the business and results of operations of HP Inc. and its consolidated subsidiaries ("HP") which may differ materially from those expressed or implied by such forward-looking statements and assumptions. All statements other than statements of historical fact are statements that could be deemed forward-looking statements, including, but not limited to, any statements regarding the impact of the COVID-19 pandemic; projections of net revenue, margins, expenses, effective tax rates, net earnings, net earnings per share, cash flows, benefit plan funding, deferred taxes, share repurchases, foreign currency exchange rates or other financial items; any projections of the amount, timing or impact of cost savings or restructuring and other charges, planned structural cost reductions and productivity initiatives; any statements of the plans, strategies and objectives of management for future operations, including, but not limited to, our business model and transformation, our sustainability goals, our go-to-market strategy, the execution of restructuring plans and any resulting cost savings (including the fiscal 2023 plan), net revenue or profitability improvements or other financial impacts; any statements concerning the expected development, demand, performance, market share or competitive performance relating to products or services; any statements concerning potential supply constraints, component shortages, manufacturing disruptions or logistics challenges; any statements regarding current or future macroeconomic

trends or events and the impact of those trends and events on HP and its financial performance; any statements regarding pending investigations, claims, disputes or other litigation matters; any statements of expectation or belief as to the timing and expected benefits of acquisitions and other business combination and investment transactions (including the recent acquisition of Plantronics, Inc.); statements relating to future progress toward, and achievement of, HP's environmental, social, and governance (ESG) goals set forth in this document, including future net GHG emissions; and any statements of assumptions underlying any of the foregoing. Forward-looking statements can also generally be identified by words such as "future," "anticipates," "believes," "estimates," "expects," "intends," "plans," "predicts," "projects," "will," "would," "could," "can," "may," and similar terms. Risks, uncertainties and assumptions that could affect our business and results of operations include factors relating to the impact of macroeconomic and geopolitical trends, changes and events, including the Russian invasion of Ukraine and tension across the Taiwan Strait and the regional and global ramifications of these events; recent volatility in global capital markets, increases in benchmark interest rates, the effects of inflation and instability of financial institutions; risks associated with HP's international operations; the effects of the COVID-19 pandemic; the execution and performance of contracts by HP and its suppliers, customers, clients and partners, including logistical challenges with respect to such execution and performance; changes in estimates and assumptions HP makes in connection with the preparation of its financial statements; the need to manage (and reliance on) third-party suppliers, including with respect to component shortages, and the need to manage HP's global, multi-tier distribution network, limit potential misuse of pricing programs by HP's channel partners, adapt to new or changing marketplaces and effectively deliver HP's services; HP's ability to execute on its strategic plans, including the previously announced initiatives, business model changes and transformation; execution of planned structural cost reductions and productivity initiatives; HP's ability to complete any contemplated share repurchases, other capital return programs or other strategic transactions; the competitive pressures faced by HP's businesses; risks associated with executing HP's strategy and business model changes and transformation; successfully innovating, developing and executing HP's go-to-market strategy, including online, omnichannel and contractual sales, in an evolving distribution, reseller and customer landscape; the development and transition of new products and services and the enhancement of existing products and services to meet evolving customer needs and respond to emerging technological trends; successfully competing and maintaining the value proposition of HP's products, including supplies; challenges to HP's ability to accurately forecast inventories, demand and pricing, which may be due to HP's multi-tiered channel, sales of HP's products to unauthorized resellers or unauthorized resale of HP's products or our uneven sales cycle; integration and other risks associated with business combination and investment transactions; the results of our restructuring plans (including the fiscal 2023 plan), including estimates and assumptions related to the cost (including any possible disruption of HP's business) and the anticipated benefits of our restructuring plans; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; the hiring and retention of key employees; disruptions in operations from system security risks, data protection breaches, cyberattacks, extreme weather conditions or other effects of climate change, medical epidemics or pandemics such as the COVID-19 pandemic, and other natural or manmade disasters or catastrophic events; the impact of changes to federal, state, local and foreign laws and regulations, including environmental regulations and tax laws; our aspirations related to ESG matters; potential impacts, liabilities and costs from pending or potential investigations, claims and disputes; and other risks that are described herein and in HP's Form 10-K for the fiscal year ended October 31, 2022 and that are otherwise described or updated from time to time in HP's other filings with the U.S. Securities and Exchange Commission ("SEC").

As in prior periods, the financial information set forth in this document, including any tax-related items, reflects estimates based on information available at the time of preparation of this document. While HP believes these estimates to be reasonable, these amounts could differ materially from reported amounts in HP's Quarterly Reports on Form 10-Q for the fiscal quarter ending July 31, 2023, Annual Report on Form 10-K for the fiscal year ending October 31, 2023, and HP's other filings with the SEC. The forward-looking statements in this document are made as of the date of this document and HP assumes no obligation and does not intend to update these forward-looking statements.

Throughout this document, we use the definition of "materiality" from the GRI (Global Reporting Initiative) Standards, which is different from the term as it has been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as used in the context of our financial statements and financial reporting, or our reports filed with the SEC. Topics identified as ESG material for the purpose of this document should not be construed as being material for SEC or other financial reporting purposes. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

HP's Investor Relations website at investor.hp.com contains a significant amount of infor mation about HP, including financial and other information for investors. HP encourages investors to visit its website from time to time, as information is updated, and new information is posted. The content of HP's website is not incorporated by reference into this document or in any other report or document HP files with the SEC, and any references to HP's website are intended to be inactive textual references only.

ESG material topics

The following table summarizes issues determined to meet the environmental, social, and governance (ESG) materiality threshold for this report.

Issue	Description	GRI Standards topic(s)	Topic boundary	Location
Climate Action				
Circular economy	Managing product life cycles through design criteria and business models that: promote product serviceability and longevity; enable usage as a service; increase repair, reuse, recycling, recycled content, and closed material loops; and dematerialize processes and products and reduce waste to landfill.	Materials	Supply chain HP operations Products and solutions	Circularity Materials
Climate change resilience	Working across our value chain and in collaboration with external partners to address the risks, opportunities, and impacts of climate change on our business, customers, the natural environment, and society, with a focus on resilience and adaptation.	No GRI-specific topics (GHG emissions are addressed in next row)	Supply chain HP operations Products and solutions	Carbon: Supply chain Carbon: HP operations Carbon: Product use
Decarbonization	Improving energy efficiency, increasing renewable energy use, and reducing the GHG emissions of HP's operations, including our owned and leased facilities and auto/aviation fleet, and our supply chain, including product transportation and logistics.	Energy Emissions	Supply chain (first- and second-tier suppliers, Scope 3 emissions) HP operations	Carbon: Supply chain Carbon: HP operations
Packaging	Decreasing the environmental impact of HP packaging, including by reducing materials use, increasing the use of recycled and biodegradable materials, and eliminating deforestation and single-use plastic associated with packaging, where feasible.	Materials	Supply chain Products and solutions	Packaging innovation
Paper and Forests	Advancing more sustainable printing by HP and our customers through the sourcing, use, and recycling of paper and other printed materials, enabling more efficient printing practices, and addressing the impacts of deforestation.	Materials	Supply chain Products and solutions	Forests
Product energy efficiency	Increasing the energy efficiency of HP products and services, and enabling customers to reduce energy use through efficient product fleets.	Energy	Products and solutions	Carbon: Product use
Human Rights				
Diversity, equity, and inclusion	Fostering diversity, equity, and inclusion within our workforce, supply chain, and communities worldwide. Building a workforce representative of our customer base and communities.	Diversity and Equal Opportunity	Supply chain HP operations Products and solutions	Diversity, equity, and inclusion
Human capital	Attracting, retaining, and developing human capital to meet current and future business needs. Providing compensation, benefits, and wellness programs that support engaged and productive employees and promote work/life balance, as well as managing the negative impacts of workforce reductions and relocations.	Employment Labor/Management Relations Training and Education	HP operations	Our employees: Employee development Our employees: Compensation and benefits Our employees: Employee engagement Our employees: Wellbeing
Human rights: operations and downstream	Respecting human rights throughout our value chain consistent with international norms, remedying human rights abuses in our operations and the customer use of products and services where we caused or contributed to the impact.	Human Rights Assessment	HP operations Products and solutions	Human rights due diligence
Human rights: supply chain	Monitoring and strengthening social and economic conditions throughout our supply chain, and addressing key areas of risk and opportunity such as working hours and conditions, wages and benefits, capability building, health and safety, humane treatment of workers, prevention of slavery and forced labor, and responsible minerals sourcing.	Human Rights Assessment	Supply chain	Human rights due diligence Supply chain workers

Issue	Description	GRI Standards topic(s)	Topic boundary	Location
Product and operational health and safety	Working to create a healthy, safe, and secure working environment in our supply chain and operations, and for our customers, including managing the use of materials, chemicals, and substances of concern in the manufacturing and use of our products.	Occupational Health and Safety Customer Health and Safety Supply chain	HP operations Products and solutions Supply chain responsibility: Health and safety	Health and safety Product safety
Digital Equity				
Digital divide	Working to break down the digital divide that prevents underserved communities from accessing computer hardware and the internet to achieve the digital literacy required to access education, jobs, and healthcare needed to thrive.	Indirect Economic Impacts	Products and solutions	Education Healthcare Community giving and volunteerism
Governance				
Corporate governance	Maintaining the standards, structures, and processes to ensure the diversity and independence of the Board of Directors, and the effective governance of HP, including the company's Sustainable Impact strategy, goals, and programs.	No GRI-specific topics	HP operations	Governance Ethics and anti-corruption Governance HP 2023 Proxy Statement
Data and product security	Designing products and processes that protect the collection, processing, analysis, use, storage, transfer, transmission, and sharing of information from unwanted parties, unauthorized access, and security threats, including cyberattacks.	No GRI-specific topics	Supply chain HP operations Products and solutions	Cybersecurity Product security and privacy
Ethics and anti-corruption	Promoting high ethical standards and combating corruption in all of our business interactions, including in joint ventures and with business partners, customers, suppliers, and distributors.	Anti-corruption	Supply chain (interactions with suppliers, business partners, and contractors) HP operations Products and solutions (interactions with business partners and customers)	Ethics and anti-corruption
Privacy	Collecting, analyzing, using, storing, transferring, and sharing information in ways that uphold the right to privacy and personal data protection. Complying with evolving privacy laws and standards.	Customer Privacy	HP operations (employees) Products and solutions (customers and partners)	Privacy
Public policy engagement	Responsibly and proactively engaging with governments regarding regulatory ESG risks and opportunities, as well as transparency in public policy positions and participation.	Public Policy	HP operations	Public policy
Transparency and reporting	Communicating transparently with our stakeholders about our products, business practices, and progress on our sustainability goals, metrics, and targets.	Overall report	Supply chain HP operations Products and solutions	United Nations Sustainable Development Goals index Sustainability Accounting Standards Board index Task Force on Climate-related Financial Disclosures index WEF IBC Stakeholder Capitalism Metrics index GRI index United Nations Guiding Principles Reporting Framework index

Policies and standards

Climate Action

Climate Action Policy Position

Environmental, Health and Safety Policy

Export of Electronic Waste to Developing Countries Policy

General Specification for the Environment

Hardware Recycling Standard

Hardware Reuse Standard

Reuse and Recycling Policy for Used Hardware Product

Materials and Chemical Management Policy

Supplier Code of Conduct

Supply Chain Social and Environmental Responsibility Policy

Sustainable Paper and Wood Policy

Human Rights

Contingent Worker Code of Conduct

Global Nondiscrimination Policy

Harassment-Free Work Environment Policy

Human Rights Policy

Open Door Policy

Student and Dispatch Worker Standard for Supplier Facilities in the People's Republic of China (PRC)

Supplier Code of Conduct

Supply Chain Foreign Migrant Worker Standard

Supply Chain Social and Environmental Responsibility Policy

Integrity

Anti-Corruption Policy

Corporate Governance Guidelines

Global Business Amenities Policy

Global Charitable Contributions Policy

Integrity at HP

Partner Code of Conduct

Privacy Statement

U.S. Public Sector Code of Conduct

Independent accountants' review report

To the Stockholders and the Board of Directors of HP Inc.

We have reviewed HP Inc.'s ("HP") accompanying schedules of select sustainability information (the "Subject Matter") included in Appendix A and as presented in HP's 2022 Sustainable Impact Report for the year ended October 31, 2022 in accordance with the criteria also set forth in Appendix A (the "Criteria"). HP's management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants ("AICPA") AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of HP Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the Subject Matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Furthermore, Scope 3 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in HP's 2022 Sustainable Impact Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedules of select sustainability indicators for the year ended October 31, 2022, in order for the schedules to be in accordance with the Criteria.

Ernst & Young LLP

May 24, 2023

Building a better working world

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Appendix A – HP Inc. Schedules of Select Sustainability Information

Schedule of Select Environmental Metrics for the year ended October 31, 2022

Indicator name	Scope	Unit of measure	Reported value	Criteria
Scope 1 greenhouse gas ("GHG") emissions[1]	Global	Tonnes of carbon dioxide equivalents (tCO_2e)	46,800	World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas ("GHG") Protocol: A Corporate Accounting and Reporting Standard as amended by the GHG Protocol Scope 2 Guidance, Global Reporting Initiative ("GRI") Standard 305-1 Direct (Scope 1) Emissions and HP Inc.'s ("HP") Carbon Accounting Manual[2]
Scope 2 GHG emissions (location-based-method)[1]	Global	tCO_2e	196,300	WRI/WBCSD's The GHG Protocol: A Corporate Accounting and Reporting Standard as amended by the GHG Protocol Scope 2 Guidance, GRI Standard 305-2 Energy Indirect (Scope 2) GHG Emissions and HP's Carbon Accounting Manual[2]
Scope 2 GHG emissions (market-based-method)[1]	Global	tCO_2e	104,700	
Scope 3 GHG emissions[1,3]	Global	tCO_2e	26,748,000	WRI/WBCSD's The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, WRI/WBCSD's The GHG Protocol Technical Guidance for Calculating Scope 3 Emissions, GRI Standard 305-3 Other Indirect (Scope 3) GHG Emissions and HP's Carbon Accounting Manual[2]
Direct energy use in operations (corresponding to Scope 1 emissions)[4]	Global	MWh[5]	202,262	Total direct energy consumption as defined within and by HP management definitions disclosed in the 2022 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Indirect energy use (corresponding to Scope 2 emissions)[6]	Global	MWh[5]	494,086	Total indirect energy consumption as defined within and by HP management definitions disclosed in the 2022 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Voluntary purchases of renewable energy[7]	Global	MWh[5]	269,209	Total energy consumption within the organization from renewable sources as defined within and by HP management definitions disclosed in the 2022 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Direct water withdrawal[8]	Global	Cubic meters[9]	2,227,000	Total water withdrawal presented as the total of surface water, ground water[10] and third-party water as defined within and by HP management definitions disclosed in the 2022 Sustainable Impact Report. Significant contextual information necessary to understand how the data have been compiled have been disclosed[11].

1 Where possible, based on HP Inc.'s reporting timeline and requirements, HP Inc. uses the most up to date emission factors available at the time of its reporting. Refer to the Carbon Accounting Manual for additional detail on factors used.

2 Carbon Accounting Manual is available at http://h20195.www2.hp.com/V2/getpdf.aspx/c08648283.pdf.

3 Scope 3 GHG emissions includes the following categories: Category 1 Purchased goods and services, Category 2 Capital goods, Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2, Category 4 and 9 Transportation and distribution, Category 5 Waste generated in operations, Category 6 Business travel, Category 7 Employee commuting, Category 11 Use of sold products, Category 12 End-of-life treatment of sold products, Category 13 Downstream Leased Assets and Category 15 Investments.

4 Direct energy use refers to direct energy consumption in operations or facilities within HP's operational control, including natural gas, renewable energy generated on-site, diesel/oil/gas/LPG, and transportation fleet, including vehicles and air, similar to the Scope 1 emissions boundary. Refrigerants and perfluorinated compounds are not applicable to the calculation of direct energy use, although they are included in the Scope 1 GHG emissions boundary.

5 Note that 1 MWh equates to 3,600 megajoules.

6 Indirect energy includes purchased electricity and steam consumed within operations or facilities within HP's operational control and does not include renewable energy purchases.

7 Voluntary purchases of renewable energy include the purchase of unbundled renewable energy credits (RECs), participation in utility green power programs and renewable energy contracted through energy providers.

8 Direct water withdrawal for HP operations includes water withdrawn for use in operations or facilities within HP's operational control and includes: 2,000 cubic meters of captured rain water (classified as surface water); 1,000 cubic meters of well water (classified as ground water); and 2,224,000 cubic meters of municipal water and NeWater, which is wastewater sourced from another organization (both of which are classified as third-party water). Note that sewage treatment plant (STP) water is not included within the scope of water withdrawal. Seawater and produced water are not applicable to HP.

9 Note that 1 cubic meter of water equates to 0.001 megaliters.

10 De-watering wells are present at HP's Corvallis, OR site to manage water tables for structural purposes by withdrawing naturally occurring groundwater and repurpose for irrigation or to return to local surface bodies of water through storm drains. Groundwater withdrawn through de-watering wells at the site is excluded from the water withdrawal amount reported due to the lack of data available to measure or estimate. Note that the groundwater is considered non-potable water.

11 Relevant definitions, related reporting period, organizational boundaries, standards, data collection, and calculation methodologies are available in the Water Accounting Manual at https://h20195.www2.hp.com/V2/GetDocument.aspx?docname=c05179526.

Schedule of Supply Chain Audits, Assessments and Findings for the year ended October 31, 2022

Indicator name	Scope	Reported value	Criteria
Supplier audits and assessments completed, including percentage RBA[12] Validated Assessment Program (VAP) audits	Global	In 2022, we completed 249 audits of production, nonproduction, and product transportation suppliers, and 14 other assessments of production suppliers. During the year, 76% of production supplier audits were third-party certified RBA VAP audits.	Production suppliers provide materials and components for product manufacturing and also assemble HP products. Product transportation suppliers provide services for the shipping and delivery of HP products. Nonproduction suppliers provide goods and services that do not go into the production of HP products (such as staffing, telecommunications, and travel). Audits of production suppliers, product transportation suppliers, suppliers supporting HP manufacturing, and HP manufacturing sites follow the RBA Code of Conduct Audit Protocol 6.1, 7.0, or 7.0.1. Initial Audits that started after March 2020 used RBA Protocol 6.1, Initial Audits that started after January 2021 used RBA Protocol 7.0, and Initial Audits that started after September 2021 used RBA Protocol 7.0.1. HP also participates in the RBA VAP, which uses independent external auditors to audit suppliers' social and environmental responsibility performance against HP Supplier Code of Conduct requirements. The number of audits reported includes those that begin during the reporting year and for which the audit report is received by February 15th of the subsequent year (e.g., received by February 15, 2023 for reports conducted during FY22). Audit reports received after this date are included in the following year's reported value. Other assessments include health and safety assessments, onboarding assessments, vulnerable worker group (student and foreign worker) assessments, Key Performance Indicator (KPI) validation assessments, and priority screening assessments.
Supplier audit finding rate for major nonconformances and priority findings	Global	119 initial audits and full re-audits of production suppliers conducted in 2022 identified 12 immediate priority findings, equivalent to 0.1 per audit on average, and 1,046 other nonconformances[13], equivalent to 8.8 per audit on average.	Immediate priority findings are the most serious type of supplier nonconformance and require immediate action. These would include any priority nonconformances (as defined by the RBA VAP) identified related to the following topics: child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, perceived violation of environmental laws posing serious and immediate harm to the community, and falsified pay slips. Other nonconformances include all other priority nonconformances and all major nonconformances as defined by the RBA VAP.

Note: Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

12 Responsible Business Alliance (RBA)

13 Other priority nonconformances and major nonconformances represent 3.6% and 96.4% of other nonconformances, respectively.

United Nations Sustainable Development Goals index

At HP, we support the United Nations 2030 Sustainable Development Goals (SDGs) and recognize the importance of contributing to a more sustainable future. We have existing programs that contribute to the progress of 16 of the 17 goals, and continue to drive innovations that help achieve them. We aim to enable our stakeholders and partners to contribute toward more equitable, inclusive, and sustainable development. We have taken this reporting a step further by reporting against the SDG Ambition Benchmarks developed by the UN Global Compact. These benchmarks allow HP to further demonstrate how HP aligns actions to the SDGs.

Goal 1: End poverty in all its forms everywhere

HP's actions:
Education; Community giving and volunteerism

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

HP's actions:
No major programs at this time.

Goal 3: Ensure healthy lives and promote well-being for all at all ages

HP's actions:
Process chemicals; Our employees: Health and safety; Our employees: Wellbeing; Product safety

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

HP's actions:
Education; Community giving and volunteerism

Goal 5: Achieve gender equality and empower all women and girls

SDG Ambition Benchmarks:
- Gender balance across all levels of management
- Equal pay for work of equal value

HP's actions:
Employee development; Compensation and benefits; Diversity, equity, and inclusion

Goal 6: Ensure availability and sustainable management of water and sanitation for all

SDG Ambition Benchmark:
- Net-positive water impact in water-stressed basins

HP's actions:
Water: Supply chain; Water: HP operations

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

HP's actions:
Carbon: Supply chain; Carbon: HP operations; Carbon: Product use

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG Ambition Benchmark:
- 100% of employees across the organization earn a living wage

HP's actions:
Supply chain workers; Supplier diversity; Education; Community giving and volunteerism

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

HP's actions:
Design for circularity; Environmental management: HP operations

Goal 10: Reduce inequality within and among countries

HP's actions:
Supplier diversity; Our communities; Education; Community giving and volunteerism

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

HP's actions:
Community giving and volunteerism

Goal 12: Ensure sustainable consumption and production patterns

SDG Ambition Benchmarks:
- Zero waste to landfill and incineration
- Zero discharge of hazardous pollutants and chemicals
- 100% sustainable material inputs that are renewable, recyclable or reusable

HP's actions:
Waste: Supply chain; Waste: HP operations; Circularity; Materials; Forests

Goal 13: Take urgent action to combat climate change and its impacts

SDG Ambition Benchmark:
- Science-based emissions reduction in line with a 1.5°C pathway

HP's actions:
Carbon footprint; HP's path to net zero emissions by 2040; Carbon: Supply chain; Carbon: HP operations; Carbon: Product use

Goal 14: Conserve and sustainably use the oceans, sea and marine resources for sustainable development

SDG Ambition Benchmark:
- 100% resource recovery, with all materials and products recovered and recycled or reused at end of use

HP's actions:
Product reuse and recycling vendors; Recycled content; Ocean-bound plastics; Renewable materials

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

SDG Ambition Benchmark:
- Land degradation neutrality including zero deforestation

HP's actions:
Forests

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

SDG Ambition Benchmark:
- Zero incidences of bribery

HP's actions:
Governance and accountability; Supply chain workers; Ethics and anti-corruption

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

HP supports the UN SDGs, the UN Global Compact, GRI, and other global efforts to advance sustainable development.

Sustainability Accounting Standards Board index

This table contains and refers to information related to the Sustainability Accounting Standards Board (SASB) Hardware Sustainability Accounting Standard.

Topic	Code	Metric	2022 reporting
Product Security	TC-HW-230a.1		Cybersecurity Product security and privacy
Employee Diversity and Inclusion	TC-HW-330a.1		Representation Data—Our employees
Product Lifecycle Management	TC-HW-410a.1		100% of HP products may contain small amounts of some chemicals on the IEC 62474 Declarable Substances List. HP is committed to meeting all legal and regulatory requirements, and has gone beyond these requirements to proactively restrict substances of concern. Any remaining uses of substances of concern in products are for applications that lack viable alternatives. All electronics companies still have products claiming Restriction of Hazardous Substances Directive (RoHS) exemptions or using Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation candidate list substances when there is no viable alternative. For example, 100% of electronics products still contain some amount of lead used in specialized applications that are allowed under RoHS exemptions. See HP's REACH Article 33 Declarations and the Substances and Materials Requirements (HP Standard 011-01) in the HP General Specification for the Environment for more detail.
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Eco labels across our personal systems and printers portfolio
	TC-HW-410a.3		Eco labels across our personal systems and printers portfolio
	TC-HW-410a.4		HP global take-back programs for customers Data—Product repair, reuse, and recycling
Supply Chain Management	TC-HW-430a.1		Audit and assessment results
	TC-HW-430a.2		HP global take-back programs for customers Vendor audits Audit and assessment results
Materials Sourcing	TC-HW-440a.1		Conflict minerals describes our program and performance related to conflict minerals, including tantalum and tungsten, which are defined as critical materials by the U.S. National Research Council. Multi-stakeholder initiatives Other regions and minerals SEC Conflict Minerals Report External collaboration with Responsible Minerals Initiative HP does not currently report on other critical materials.
Activity Metric	TC-HW-000.A	Number of units produced by product category	HP's business performance is measured using KPIs different to those from SASB Standards. These can be found disclosed in our 2022 Form 10-K, quarterly 10-Q filings, and Investor Relations webpage.
Activity Metric	TC-HW-000.B	Area of manufacturing facilities (ft^2)	2022 Form 10-K (Item 2. Properties)
Activity Metric	TC-HW-000.C	Percentage of production from owned facilities	HP's business performance is measured using KPIs different to those from SASB Standards. These can be found disclosed in our 2022 Form 10-K, quarterly 10-Q filings, and Investor Relations webpage.

Task Force on Climate-related Financial Disclosures index

HP considered recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in the development of this report. This index includes links to information about relevant disclosures.

Topic	Disclosure focus area	Disclosure	Location*
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	CDP C1.1a, C1.1b, C1.2a Governance
		b) Describe management's role in assessing and managing climate-related risks and opportunities	CDP C1.1a, C1.2, C1.2a, C1.3a, C2.2 Governance
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP C2.1, C2.2, C2.3a, C2.4a
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP C1.1b, C2.2, C2.2a, C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4, C12.3b
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP C2.1b, C2.2, C2.3a, C2.4a, C3.1, C3.2a, C3.2, C3.4
Risk management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP C2.1b, C2.2, C2.2a, C2.3a, C11.3
		b) Describe the organization's processes for managing climate-related risks.	CDP C2.1b, C2.2, C2.2a Climate change risk management and strategy
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP C2.1, C2.2, C3.1 Climate change risk management and strategy
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP C1.3a, C2.3a, C2.4a, C3.2a, C4.1, C4.1a, C4.2a, C4.2b, C4.2c, C4.5a, C9.1, C11.3
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP C2.3a, C4.1b, C5.1, C6.1–C6.3, C6.5, C6.10, C7.1–7.1a Carbon footprint
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP C1.3a, C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b, C4.2c Carbon footprint
Cross Industry, Climate-Related Metrics	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	GHG Emissions: Absolute scope 1, scope 2 and scope 3; emissions intensity	CDP C4.1a, C4.1b Carbon footprint HP's path to net zero emissions by 2040
		Transition Risks: Amount and extent of assets or business activities vulnerable to transition risks.	CDP C2.2, C3.2a
		Physical Risks: Amount and extent of assets or business activities vulnerable to physical risks.	CDP C2.2, C3.2a
		Climate-Related Opportunities: Proportion of revenue, assets, or other business activities aligned with climate-related opportunities.	CDP C2.4a
		Capital Deployment: Amount of capital expenditure, financing, or investment deployed toward climate-related risks and opportunities.	C3.4
		Internal Carbon Prices: Price on each ton of GHG emissions used internally by an organization.	C11.3
		Remuneration: Proportion of executive management remuneration linked to climate considerations.	C1.3a

* CDP disclosures refer to HP's 2022 CDP Climate Change questionnaire responses.

World Economic Forum International Business Council Stakeholder Capitalism Metrics index

In the development of this report, HP considered the core metrics and disclosures published in the World Economic Forum International Business Council (WEF IBC) white paper, Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation. This index includes links to information about relevant disclosures.

Pillar	Theme	Sub-theme	Location
Principles of Governance	Governing purpose	Setting purpose	11, Nominating, Governance and Social Responsibility Committee Charter
	Quality of governing body	Governance body composition	11, Governance–HP Board of Directors, HP 2023 Proxy Statement (pages 14–23)
	Stakeholder Engagement	Material issues impacting stakeholders	13
	Ethical behavior	Anti-corruption	126, 127, 128, Anti-Corruption Policy
		Protected ethics advice and reporting mechanisms	127, Integrity at HP, Corporate Governance Guidelines
	Risk and opportunity oversight	Integrating risk and opportunity into business process	56, 69, 75, 97, 98, HP 2022 10-K
Planet	Climate change	Greenhouse gas emissions	17, 23, 57, 60
		TCFD implementation	21, 23, 148, SBTi Progress Data Dashboard
	Nature Loss	Land use and ecological sensitivity	This data is unavailable for this reporting period, but will be considered in future disclosures.
	Freshwater availability	Water consumption and withdrawal in water-stressed areas	29, 30, 59, HP CDP Water Security response
People	Dignity and equality	Diversity and inclusion (%)	92, 102
		Pay equality (%)	89
		Wage level (%)	89, HP 2023 Proxy Statement (page 75)
		Risk for incidents of child, forced, or compulsory labour	72, 78, 80
	Health and wellbeing	Health and safety (%)	54, 79, 90, 91, 105
	Skills for the future	Training provided (#, $)	88
Prosperity	Employment and wealth generation	Absolute number and rate of employment	102
		Economic contribution	3, 98, 121, HP 2022 10-K (pages 42–43, 50, 62, 83, 99)
		Financial investment contribution	HP 2022 10-K (pages 31, 47, 82, 107)
	Innovation of better products and services	Total R&D expenses ($)	HP 2022 10-K (pages 42–43, 59)
	Community and social vitality	Total tax paid	HP 2022 10-K (pages 39–40, 67, 88–93)

GRI index

This report was prepared in accordance with the GRI 2021 Sustainability Reporting Standards. This index includes links to information about relevant Disclosures.

Disclosure	Location
GRI 2: General Disclosures	
2-1 Organizational details	3, HP 2022 10-K (page 5), HP Supplier List
2-2 Entities included in the organization's sustainability reporting	HP 2022 10-K (page 5)
2-3 Reporting period, frequency and contact point	4, 138, General feedback
2-4 Restatements of information	Noted in sections as appropriate.
2-5 External assurance	138, 143
2-6 Activities, value chain and other business relationships	3, 74, 75, 84, HP 2022 10-K (paqe 5)
2-7 Employees	87, 92, 102
2-8 Workers who are not employees	102 A portion of the organization's work is performed by individuals other than HP employees or other workers supervised by HP, including workers employed or supervised by contractors.
2-9 Governance structure and composition	11, 126, Governance—HP Board of Directors, Corporate Governance Guidelines, Nominating, Governance and Social Responsibility Committee Charter 2020, Committee Composition, HP 2023 Proxy Statement (page 30)
2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines, HP 2023 Proxy Statement (page 23)
2-11 Chair of the highest governance body	Governance, Corporate Governance Guidelines, HP 2023 Proxy Statement (pages 18, 31–32)
2-12 Role of the highest governance body in overseeing the management of impacts	11, 68, Nominating, Governance and Social Responsibility Committee Charter 2020
2-13 Delegation of responsibility for managing impacts	11, 68
2-14 Role of the highest governance body in sustainability reporting	HP 2023 Proxy Statement (pages 9, 28, 34)
2-15 Conflicts of interest	Corporate Governance Guidelines, Integrity at HP 2022
2-16 Communication of critical concerns	73, 127, Contacting the Board
2-17 Collective knowledge of the highest governance body	HP 2023 Proxy Statement (page 16), HP Board of Directors
2-18 Evaluation of the performance of the highest governance body	11, HP 2023 Proxy Statement (page 24)

Disclosure	Location
2-19 Remuneration policies	HP 2023 Proxy Statement (pages 46–76)
2-20 Process to determine remuneration	HP 2023 Proxy Statement (pages 49–52)
2-21 Annual total compensation ratio	HP 2023 Proxy Statement (page 75)
2-22 Statement on sustainable development strategy	5, 10
2-23 Policy commitments	68, 69, 129, 131, 134, Human Rights Policy, Integrity at HP 2022 Integrity at HP (Code of Conduct), Supply chain responsibility: Our approach
2-24 Embedding policy commitments	11, 68, 69, 129, 131, 134, Integrity at HP 2022
2-25 Processes to remediate negative impacts	72, 129, 132
2-26 Mechanisms for seeking advice and raising concerns	70, 73, 127, Integrity at HP
2-27 Compliance with laws and regulations	41, 80, 127, HP 2022 10-K (page 114)
2-28 Membership associations	Affiliations and Memberships
2-29 Approach to stakeholder engagement	12, 13, 55, 90 Some forms of stakeholder engagement follow a set frequency, such as our annual employee Voice Insight Action survey, yearly responses to rating/ranking questionnaires, and supplier audits. Other forms of engagement, such as responses to customer requests for information about our Sustainable Impact performance, collaboration with NGOs and industry peers on specific issues, and discussion with policymakers, occur on an ad hoc basis. Examples are included throughout this report. We consider input from customers, NGOs, employees, investors, and others in the preparation of our annual Sustainable Impact Report.
2-30 Collective bargaining agreements	Approximately 18,600 employees are represented by an independent trade union, works council, or other employee representative group, or covered by collective bargaining agreements.

Disclosure	Location
GRI 3: Material Topics	
3-1 Process to determine material topics	12, 13, 139 HP determined the boundary for each material issue in this report based on input and review from executives and content experts. These assessments considered the value chain phases in which the most relevant impacts and opportunities occur.
3-2 List of material topics	140 There have been no changes to the list of material topics since the previous reporting period.
GRI 200: Economic Standard Series	
GRI 201: Economic Performance*	
3-3 Management of material topics	98, 134, HP 2022 10-K (page 42), HP Fiscal 2022 Financial Outlook
201-1 Direct economic value generated and distributed	3, HP 2022 10-K (page 42)
201-2 Financial implications and other risks and opportunities due to climate change	56, HP CDP Climate Change response, HP 2022 10-K (page 15)
201-3 Defined benefit plan obligations and other retirement plans	HP 2023 Proxy Statement (page 60), HP 2022 10-K (pages 39, 50, 76)
201-4 Financial assistance received from government	HP 2022 10-K (pages 63, 84, 88)
GRI 203: Indirect Economic Impacts	
3-3 Management of material topics	98, 121, 123, 134, 140, HP Global Charitable Contributions Policy
203-1 Infrastructure investments and services supported	25, 30, 98, 121, HP LIFE, Life success stories
203-2 Significant indirect economic impacts	98, 99, 122, HP Global Charitable Contributions Policy
GRI 205: Anti-corruption	
3-3 Management of material topics	69, 72, 126, 128, 140, Anti-Corruption Policy, Integrity at HP
205-1 Operations assessed for risks related to corruption	127, 128, Anti-Corruption Policy Results of HP's internal assessments of corruption-related risks are confidential.
205-2 Communication and training about anti-corruption policies and procedures	126, 128
205-3 Confirmed incidents of corruption and actions taken	Results of HP's internal assessments of corruption-related risks are confidential.

Disclosure	Location
GRI 301: Materials	
3-3 Management of material topics	35, 42, 48, 84, HP Product Material Content Information, Supply chain responsibility: Our approach, HP CDP Forests response, HP Circularity accounting manual
301-1 Materials used by weight or volume	42, 64
301-2 Recycled input materials used	42, 64
301-3 Reclaimed products and their packaging materials	39, 64
GRI 302: Energy	
3-3 Management of material topics	23, 26, 72, 140, 142 Climate justice was an additional human rights issue that emerged during the stakeholder engagement; HP recognizes the importance of managing energy usage to mitigate potential human rights impact.
302-1 Energy consumption within the organization	57
302-3 Energy intensity	61
302-4 Reduction of energy consumption	17, 20, 23
302-5 Reductions in energy requirements of products and services	26
GRI 303: Water and Effluents*	
3-3 Management of material topics	29, 30, HP Water accounting manual, HP CDP Water Security HP recognizes the importance of protecting water as an essential resource, and manages water and effluents to avoid exacerbating potential adverse impacts on human rights.
303-1 Interactions with water as a shared resource	29, 30, HP Water accounting manual, HP CDP Water Security response
303-2 Management of water discharge-related impacts	29, 31, HP CDP Water Security response
303-3 Water withdrawal	30, 59, 61, HP CDP Water Security response
303-4 Water discharge	HP CDP Water Security response (W1.2b): p7
303-5 Water consumption	59, HP CDP Water Security response (W1.2b): p7

* Although this GRI Standards topic was not determined to be material in HP's ESG materiality assessment, we recognize that it is relevant to some stakeholders, and we provide information about HP's programs and performance in this area.

Disclosure	Location
GRI 305: Emissions	
3-3 Management of material topics	15, 17, 23, 72, HP Carbon accounting manual Climate justice was an additional issue that emerged during the stakeholder engagement; HP recognizes the importance of managing emissions to mitigate this potential human rights impact.
305-1 Direct (Scope 1) GHG emissions	57, HP CDP Climate Change response, HP Carbon accounting manual
305-2 Energy indirect (Scope 2) GHG emissions	57, HP CDP Climate Change response, HP Carbon accounting manual
305-3 Other indirect (Scope 3) GHG emissions	57, HP CDP Climate Change response, HP Carbon accounting manual
305-4 GHG emissions intensity	57, HP CDP Climate Change response, HP Carbon accounting manual
305-5 Reduction of GHG emissions	14, 17, 23, HP CDP Climate Change response, HP Carbon accounting manual
305-6 Emissions of ozone-depleting substances (ODS)	61, HP CDP Climate Change response, HP Carbon accounting manual
GRI 306: Waste*	
3-3 Management of material topics	32, 33, 35, 39, 43, 47, 55, 72, Export of Electronic Waste to Developing Countries Policy
306-1 Waste generation and significant waste-related impacts	32, 33, 36, 39, 47, 61, HP's Statement on E-Waste and Used Electronic Equipment
306-2 Management of significant waste-related impacts	33, 39, 43
306-3 Waste generated	33, 61
306-4 Waste diverted from disposal	33, 61
306-5 Waste directed to disposal	33, 61
GRI 308: Supplier Environmental Assessment	
3-3 Management of material topics	72, 75, Supply chain responsibility: Our approach, HP Supplier Code of Conduct, Supplier sustainability requirements We determined that 94% of HP first-tier production suppliers, by spend, had environmental management system (EMS) certification (e.g., ISO 14001) for manufacturing sites during 2022. Data represents review of 97% of HP production spend. The HP Supplier Code of Conduct requires our suppliers to have an effective EMS for manufacturing sites, regardless of third-party certification. We audit suppliers to this standard.
308-1 New suppliers that were screened using environmental criteria	75 Ninety-five percent of HP production suppliers, by spend, have been screened using environmental criteria. This includes new suppliers that were onboarded during 2022.
GRI 401: Employment	
3-3 Management of material topics	75, 89, 90, 91, 126
401-1 New employee hires and employee turnover	102
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	89 This is not practical to report by significant locations of operations, given variation by country.
GRI 402: Labor/Management Relations	
3-3 Management of material topics	89, 90
402-1 Minimum notice periods regarding operational changes	HP does not currently disclose this information.
GRI 403: Occupational Health and Safety	
3-3 Management of material topics	54, 79, 90, HP Environmental, Health and Safety Policy, Supply chain responsibility: Our approach
403-1 Occupational health and safety management system	54
403-2 Hazard identification, risk assessment, and incident investigation	54, 79, 90
403-3 Occupational health services	54, 90
403-4 Worker participation, consultation, and communication on occupational health and safety	54, HP Supplier Code of Conduct
403-5 Worker training on occupational health and safety	79
403-6 Promotion of worker health	91
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	79

* Although this GRI Standards topic was not determined to be material in HP's ESG materiality assessment, we recognize that it is relevant to some stakeholders, and we provide information about HP's programs and performance in this area.

Disclosure	Location
403-9 Work-related injuries	105 The types of injury HP recorded in calendar year 2022 included head/neck (15% of the total), hands/wrists (16%), lower extremities (14%), arms/shoulders (12%), back (19%), and other (23%). Some injuries are classified using multiple injury types. It is not practical to break down the injury data that HP reports by employment contract (employees and contractors that HP manages) or by gender. HP experienced zero fatalities for the year reported (calendar years 2020-2022). HP does not report absentee rate.
GRI 404: Training and Education	
3-3 Management of material topics	87, 90 Each year, HP leaders identify human capital development priorities to help advance our business and human resource strategies. This involves analyzing the capabilities and skills we need to deliver on culture and talent development, business transformation, leadership agility, employee engagement, and innovation. This needs assessment is informed by data sources such as our employee engagement survey, succession planning, and business performance metrics. Employees also work with their managers to create annual personal development goals that build on their strengths, improve performance, and progress their careers. We track and measure employee development at program and audience levels, with clear targets for both. We systematically evaluate all formal development programs through our learning management system, and for selected programs we measure improvements in employee performance and business impact.
404-1 Average hours of training per year per employee	88
404-2 Programs for upgrading employee skills and transition assistance programs	88
404-3 Percentage of employees receiving regular performance and career development reviews	88
GRI 405: Diversity and Equal Opportunity	
3-3 Management of material topics	69, 72, 89, 93, 95, 99
405-1 Diversity of governance bodies and employees	102, HP Board of Directors, HP 2023 Proxy Statement

Disclosure	Location
GRI 406: Non-discrimination	
3-3 Management of material topics	69, 72, 126, Supply chain responsibility: Our approach, HP Human Rights Policy, Global Non-Discrimination Policy, Global Harassment-Free Work Environment Policy, Open Door Policy
406-1 Incidents of discrimination and corrective actions taken	HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. Due to confidentiality, HP does not report details regarding specific incidents of discrimination during the reporting period.
GRI 407: Freedom of Association and Collective Bargaining	
3-3 Management of material topics	75, 81, Supply chain responsibility: Our approach, HP Human Rights Policy, Open Door Policy
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	82 HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. We require suppliers to train workers to understand their rights concerning collective bargaining, and to allow workers to associate freely without fear of discrimination, reprisal, intimidation, or harassment.
GRI 408: Child Labor	
3-3 Management of material topics	69, 72, 74, 78, Supply chain responsibility: Our approach, HP Modern Slavery Act Transparency Statement, HP Human Rights Policy
408-1 Operations and suppliers at significant risk for incidents of child labor	72, 82, HP Supplier Code of Conduct One hundred percent of our suppliers were in conformance with the "risk of child labor" provision of the Supplier Code of Conduct in 2022. Ninety-one percent of our suppliers were in conformance with the "Young worker protection management systems" in 2022. HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. To support rights in this area, HP has controls to meet student and young worker requirements. In China, no more than 20% of the direct labor supporting the manufacturing of HP products, packaging, parts, components, subassemblies, and materials at any given facility should consist of student workers at any point in time. We track performance in this area through our KPI program and student worker assessments.

Disclosure	Location
GRI 409: Forced or Compulsory Labor	
3-3 Management of material topics	69, 72, 74, 78, Supply chain responsibility: Our approach, HP Modern Slavery Act Transparency Statement, HP Human Rights Policy
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	78, 82 HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances.
GRI 413: Local Communities*	
3-3 Management of material topics	99, 107, 110, 121, 123, 124, HP Global Charitable Contributions Policy
413-1 Operations with local community engagement, impact assessments, and development programs	75, 99, 108, 118, 121
GRI 414: Supplier Social Assessment	
3-3 Management of material topics	75, 80, Supply chain responsibility: Our approach
414-1 New suppliers that were screened using social criteria	75 Ninety-five percent of HP production suppliers, by spend, have been screened using social criteria. This includes new suppliers that were onboarded during 2022.
GRI 415: Public Policy	
3-3 Management of material topics	134, HP Political Contributions Policy, HP Employee PAC Contributions, U.S. lobbying expenditures HP understands the importance of managing its public policy engagement so that it aids in promoting policies that protect and advance human rights.
415-1 Political contributions	134

Disclosure	Location
GRI 416: Customer Health and Safety	
3-3 Management of material topics	69, 72, 135, Declarations of Conformity for European Union requirements, Safety data sheets
416-1 Assessment of the health and safety impacts of product and service categories	135
GRI 418: Customer Privacy	
3-3 Management of material topics	69, 72, 132, Our Approach to Privacy, HP U.S. Privacy Statement
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	130

* Although this GRI Standards topic was not determined to be material in HP's ESG materiality assessment, we recognize that it is relevant to some stakeholders, and we provide information about HP's programs and performance in this area.

United Nations Guiding Principles Reporting Framework index

HP is committed to respecting the United Nations Guiding Principles on Business and Human Rights. HP considered the United Nations Guiding Principles Reporting Framework (UNGPRF) in the development of this report. This index includes links to information about relevant Disclosures.

Human rights topic	Section of the UNGPRF		Location
PART A: GOVERNANCE OF RESPECT FOR HUMAN RIGHTS			
Policy commitment	A1	What does the company say publicly about its commitment to respect human rights?	10, 12, 13, 66, 69, 2023 Proxy Statement (page 34), HP Human Rights Policy, Modern Slavery Transparency Statement 2023
	A1.1	How has the public commitment been developed?	11, 12, 66, 68, 69, 72
	A1.2	Whose human rights does the public commitment address?	69, 72, 140, Modern Slavery Transparency Statement 2023
	A1.3	How is the public commitment disseminated?	68, 70, 73, 75, 126, Modern Slavery Transparency Statement 2023, Integrity at HP, HP Supplier Code of Conduct
Embedding respect	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	5, 66, 68, 69, 140, HP Human Rights Policy
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	68
	A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why?	68, 72, 73, Modern Slavery Transparency Statement 2023
	A2.3	How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	70, 76, 99, 126, Modern Slavery Transparency Statement 2023
	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	5, 66, 69, 71, 72, 74, HP Human Rights Policy, HP Supplier Code of Conduct, Modern Slavery Transparency Statement 2023
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	72, Modern Slavery Transparency Statement 2023

Human rights topic	Section of the UNGPRF		Location
PART B: DEFINING THE FOCUS OF REPORTING			
Statement of salient issues	B1	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	72
Determination of salient issues	B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	72
Choice of focal geographies (if any)	B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	72, 78
Additional severe impacts (if any)	B4	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	122, Modern Slavery Transparency Statement 2023
PART C: MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES			
Specific policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	69, 78, 84, Policies and Standards, HP Human Rights Policy, Modern Slavery Transparency Statement 2023
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	68, 70, HP Human Rights Policy, Integrity at HP, HP Supplier Code of Conduct, Policies and Standards, Modern Slavery Transparency Statement 2023

Human rights topic	Section of the UNGPRF		Location
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	70, 72, 73, HP Human Rights Policy, Integrity at HP, HP Supplier Code of Conduct, Modern Slavery Transparency Statement 2023
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	12, 72, 73, HP Human Rights Policy, Integrity at HP, HP Supplier Code of Conduct, Modern Slavery Transparency Statement 2023
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	12, 70, 72, 73, 94, 98, HP Human Rights Policy
	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	12, 72, 73, 75, 78, 79, 80, 98
Assessing impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	12, 72, 73, 78, 80, 84, 89, 90, 128
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	78, 80, 85, 127, 130
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	78, 81, 130, Modern Slavery Transparency Statement 2023
Integrating findings and taking action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	68, 69, 72, 80
	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	68, 72, 81
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	5, 68, 128, HP Human Rights Policy, Modern Slavery Transparency Statement 2023
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	74, 77, 78, 81, 127
Tracking performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	10, 15, 66, 78, 80, 93, 94, 130
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	77, 78, 85, 90
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	73, Modern Slavery Transparency Statement 2023
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	73, Integrity at HP, Integrity at HP—Report an ethics concern
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	73
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	73, 130, Modern Slavery Transparency Statement 2023
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	78, 80, 85, 127, 130
	C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	77, 78, 85, 90

Endnotes

Introduction

1 As of October 31, 2022. Includes employees from the Poly acquisition.

2 At October 31, 2022, our worldwide patent portfolio included over 28,000 patents, including patents acquired as a result of our acquisition of Plantronics, Inc. ("Poly") in August 2022.

3 Hectares responsibly managed data is for the year ending September 30, 2022.

4 Data is for the 12 months ending September 30 of the year noted. Figures are for purchases in the United States and Puerto Rico from U.S.-based businesses. Suppliers may be included in multiple categories.

5 Hourly rate is based on type of volunteering: US$195/hour for board, service corp, pro bono, and skills based; US$29.95/hour for hands-on and undetermined. Valuation of non-U.S. volunteering hours is adjusted using World Bank data for purchasing power differences across countries.

6 Recycled magnesium by weight: enclosure includes top cover, screen bezel, palm rest cover, and bottom cover.

7 HP Dragonfly G4 back cover contains a resin partially derived from bio-waste such as used cooking oil. Incorporates waste bio-feedstock according to the mass balance approach.

8 One hundred percent of outer box packaging and corrugated cushions made from sustainably sourced, certified, and recycled fibers.

9 Based on U.S. EPEAT® registration according to IEEE 1680.1-2018 EPEAT. EPEAT status varies by country. Visit www.epeat.net for more information.

10 HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

11 There are two offset options available: HP's Carbon Neutral to the Door option covers carbon offsetting of material extraction, component and product manufacturing, and product logistics. HP's Lifecycle option covers everything in the Carbon Neutral to the Door option plus device usage based on a four-year life cycle for commercial HP notebooks and mobile workstations, and a five-year life cycle for commercial HP desktops, displays, and workstations, and end-of-service.

12 Life cycle assessments (LCAs) are validated by a third party to conform to ISO 14040 and ISO 14044, and are used by HP to understand the total carbon footprint for HP personal systems products. Using this data, along with the information unique to each customer (e.g., product ship-to location, product portfolio), we calculate the total carbon emissions for a customer's fleet. HP then purchases and retires carbon offsets, procured through Climate Impact Partners, which certifies HP's Carbon Neutral Computing Services in accordance with its CarbonNeutral Protocol. Please review this document for complete details.

13 A 2021 Four Elements Consulting LCA study, commissioned by HP, provides a comparative environmental assessment of an Original HP toner cartridge (CF226X) with an HP EvoCycle cartridge (CF226XR), utilizing the most current data on production practices, recycling, product quality, and usage trends (see hp.com/go/EvoCycle-HP-2021). The LCA leverages a 2021 SpencerLab reliability study, commissioned by HP, comparing Original HP CF226X toner cartridges with HP EvoCycle CF226XR toner cartridges. For details, see www.spencerlab.com/reports/HP-EvoCycle2021.pdf. The LCA concludes that the HP EvoCycle has a 37% lower carbon footprint than the HP CF226X in the production phase and a 1.8% lower carbon footprint when looking at the entire life cycle of the cartridge.

14 Weight percentage where toner and components considered by HP to be critical to print quality (cleaning blade, imaging drum, developer blade, developing roller, and charge roller) are excluded: 36% reused, 40% recycled. Total 76% reused/recycled. Absolute weight percentage excluding toner: 21% reused; 24% recycled. Total 45% reused/recycled.

15 All estimates based on power measurements on the HP PageWide A2200, comparing average power used during printing (or running power) vs. the HP T250 HD. Results will vary based on press configuration, print speed, media types, print mode, color profiles, and print quality requirements. Page = one page front and back.

16 Based on internal HP testing, March 2021. Actual results depend on many factors including patient–doctor interactions and specific patient conditions.

Sustainable Impact

1 Reported in accordance with Corporate Knights Sustainable Economy Taxonomy (v6.0), HP included revenue from products certified to eco labels (EPEAT Gold/Silver, TCO, Blue Angel, and ENERGY STAR®), products designed using recycled materials, products that have been recycled, fixed, or resold, and products as a service with end-of-life management policies.

2 This ESG materiality assessment followed the "double materiality" principle, which considers both how topics impact a company and how the company impacts the environmental, social, and economic aspects of those topics.

Climate Action

1 HP estimates supplier GHG emissions avoided based on supplier-reported energy savings from specific energy-efficiency projects (compared to projected energy use without those projects) and supplier use of zero-emissions energy. This energy data is converted into GHG emissions avoided using emission factors for electricity and fuel types. This data also includes estimates of product transportation-related GHG emissions avoided, related to specific initiatives to improve product transportation efficiency.

2 All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.

3 Absolute reduction of Scope 1, 2, and 3 GHG emissions compared to 2019. Excludes non-HP paper consumed during product use.

4 This updated goal was validated by SBTi, and supports our broader goal to achieve carbon-neutral HP operations by 2025.

5 Percentage of HP's total annual product and packaging content, by weight, that will come from recycled and renewable materials and reused products and parts by 2030.

6 Percentage of HP's total annual product and packaging content, by weight, that comes from recycled and renewable materials and reused products and parts. 2022 data does not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately.

7 Recycled content plastic (RCP) as a percentage of total plastic used in all HP personal systems, printer hardware, and print cartridges shipped during the reporting year. Total volume excludes brand-licensed products and after-market hardware accessories. Total RCP includes postconsumer recycled plastic, closed-loop plastic, and ocean-bound plastics used in HP products. Personal systems plastic is defined by EPEAT eco label criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks.

8 Calculated as the percentage of primary plastic packaging (by weight) reduced per unit shipped. Excludes secondary and tertiary packaging components. Includes HP personal systems and printer hardware packaging. Does not include packaging for the following: Graphics Solutions hardware other than PageWide XL and DesignJet printers; 3D printing hardware; print supplies; refurbished products; and accessories such as third-party options, drop in box, and aftermarket options.

9 Zero-waste operations: eliminate nonhazardous waste to landfill in all HP direct operations by 2025. Includes all HP-owned and -managed sites worldwide. Zero waste is defined by the UL or TRUE certification standards.

10 Fiber by weight will be 1) certified to rigorous third-party standards, 2) recycled, or 3) balanced by forest restoration, protection, and other initiatives through HP's Forest Positive Framework.

11 HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays are derived from certified and recycled sources, with a preference for Forest Stewardship Council® (FSC®) certification. Packaging is the box that comes with the product and all paper-based materials inside the box.

12 During 2022, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays equaled 5% of our fiber footprint. We calculate the annual tonnage for paper used in our products and print services that will be addressed through projects with civil society forestry organizations to counteract possible deforestation by taking the estimated total annual tonnage of paper consumed in the use of our printing products and print services minus the weight of such paper that we mitigate internally, through our responsible sourcing programs. See HP Forest positive accounting manual.

13 All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.

14 Carbon and water footprint data presented in this section related to our production suppliers (except for HP-brand paper) is calculated using product life cycle assessment (LCA)–based estimates for materials extraction through manufacturing and product transportation. Production supplier GHG emissions and water withdrawal data presented in Supply chain environmental impact is based on a different methodology.

15 Absolute reduction of Scope 1, 2, and 3 GHG emissions compared to 2019. Excludes non-HP paper consumed during product use.

16 Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP, divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2.

17 This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

18 HP estimates supplier GHG emissions avoided based on supplier-reported energy savings from specific energy-efficiency projects (compared to projected energy use without those projects) and supplier use of zero-emissions energy. This energy data is converted into GHG emissions avoided using emission factors for electricity and fuel types. This data also includes estimates of product transportation-related GHG emissions avoided, related to specific initiatives to improve product-transportation efficiency.

19 Ibid.

20 These are the total GHG emissions reductions and financial savings reported by suppliers through CDP, not amounts calculated by or attributable to HP.

21 Due to COVID-19, in limited cases SmartWay partners were not available during 2022.

22 About GHG emissions data: This report includes Scope 1, 2, and 3 GHG emissions data from HP's operations, transportation fleet, and employee business travel, calculated according to the Greenhouse Gas Protocol of the World Business Council for Sustainable Development and World Resources Institute (WRI). See the HP 2022 carbon footprint for more details and an overview of emissions across the value chain.

- Scope 1 emissions include those from the direct use of natural gas, gasoline, diesel fuel, LPG, jet fuel, refrigerants, and PFCs in operations and from fuel used by HP's transportation fleet.
- Scope 2 emissions are primarily from purchased electricity used in HP's operational real estate.
- Scope 3 emissions reported in this section result from employee business travel by commercial airlines and from commuting.
- Data in this section for 2020–2022 uses the market-based method. In the data summary, we also include 2020–2022 data using the location-based method.

23 This updated goal was validated by SBTi, and supports our broader goal to achieve carbon-neutral HP operations by 2025.

24 Data does not add up to 100% due to rounding.

25 As applicable, HP uses RECs in Canada and the United States, GOs in most European countries, and I-RECs in most Asian countries and other countries not covered by RECs and GOs.

26 The average energy consumption of HP products was estimated annually between 2019 and 2022 using high-volume product lines representative of the overall shipped product volume. The high-volume personal systems product lines include notebook and desktop computers, tablets, all-in-ones, workstations, thin clients, and displays.

27 HP calculations based on ENERGY STAR® normalized TEC data comparing the HP LaserJet 200–500 series with predecessor printing systems not using HP EcoSmart.

28 HP+ products have a CarbonNeutral Usage Certification from Climate Impact Partners hp.com/hp-plus-carbon-neutral. Usage covers electricity for the printer and life cycle emissions for the cartridge, but not manufacturing, distribution, or emissions associated with paper production. For more information see The CarbonNeutral Protocol from Climate Impact Partners.

29 All estimates based on power measurements on the HP PageWide A2200, comparing average power used during printing (or running power) vs. the HP T250 HD. Results will vary based on press configuration, print speed, media types, print mode, color profiles, and print quality requirements. Page = one page front and back.

30 Carbon emissions will vary based on printing settings, local energy grid, logistic routes, etc.

31 We conduct PCFs, a subset of LCAs, of business HP desktops, notebooks, tablets, workstations, thin clients, all-in-one computers, and displays to better understand the performance of individual products and our overall portfolio. These estimate total GHG emissions associated with a product over its lifetime and include emissions from materials extraction, manufacturing, distribution, use, and end-of-life management. To assess and report our complete personal systems PCF, we extrapolate these results to cover 99% of overall personal systems product sales (by unit and by revenue) during the reporting year.

32 Applicable to select HP inks. UL ECOLOGO® Certified inks meet a range of stringent human health and environmental considerations. For certifications, see https://www.ul.com/EL and https://www.ul.com/gg.

33 As of December 2022.

34 GREENGUARD Gold certification to UL 2818 demonstrates that products are certified to GREENGUARD standards for low chemical emissions into indoor air during product usage. For more information, visit ul.com/gg.

35 Applicable to select HP printers. EPEAT® registered where applicable. EPEAT registration varies by country. See https://www.epeat.net/ for registration status by country.

36 As of October 2022.

37 As of January 2023.

38 Data as of October 31, 2022.

39 Original HP ink cartridge certification to UL 2801 demonstrates compliance with a range of multi-attribute, life cycle-based criteria related to human health and environmental considerations; see UL.com/EL and KeypointIntelligence.com/HPInkUL.

40 Water footprint data presented in this section related to our production suppliers (except for HP-brand paper) is calculated using product LCA-based estimates for materials extraction through manufacturing and product transportation. Production supplier water withdrawal data presented in Supply chain environmental impact is based on a different methodology.

41 To more closely align with the GRI Standards, we are reporting this data according to baseline water stress as opposed to overall water risk as reported in past years.

42 NEWater (ultra-purified wastewater used in manufacturing operations, landscaping, and greywater plumbing in Singapore) is currently our only reused source.

43 The dewatering wells at Corvallis, Oregon, United States, are excluded from HP's groundwater withdrawal data.

44 HP directly tracks nonhazardous waste data for the company's highest energy-consuming sites globally (13,100 tonnes in 2022), which account for 70% of HP's operational waste. These sites provide a representative sample of the main types of facilities in our portfolio from across the regions where we operate.

45 Zero-waste operations: eliminate nonhazardous waste to landfill in all HP direct operations by 2025. Includes all HP-owned and -managed sites worldwide. Zero waste is defined by the UL or TRUE certification standards.

46 Percentage of HP's total annual product and packaging content, by weight, that will come from recycled and renewable materials and reused products and parts by 2030.

47 Percentage of HP's total annual product and packaging content, by weight, that comes from recycled and renewable materials and reused products and parts. 2022 data does not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately.

48 HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

49 There are two offset options available: HP's Carbon Neutral to the Door option covers carbon offsetting of material extraction, component and product manufacturing, and product logistics. HP's Lifecycle option covers everything in the Carbon Neutral to the Door option plus device usage based on a four-year life cycle for commercial HP notebooks and mobile workstations, and a five-year life cycle for commercial HP desktops, displays, and workstations, and end of service.

50 LCAs are validated by a third party to conform to ISO 14040 and ISO 14044, and are used by HP to understand the total carbon footprint for HP personal systems products. Using this data, along with the information unique to each customer (e.g., product ship-to location, product portfolio), we calculate the total carbon emissions for a customer's fleet. HP then purchases and retires carbon offsets, procured through Climate Impact Partners, which certifies HP's Carbon Neutral Computing Services in accordance with its CarbonNeutral Protocol. Please review this document for complete details.

51 A 2021 Four Elements Consulting LCA study, commissioned by HP, provides a comparative environmental assessment of an Original HP toner cartridge (CF226X) with an HP EvoCycle cartridge (CF226XR), utilizing the most current data on production practices, recycling, product quality, and usage trends (see hp.com/go/EvoCycle-HP-2021). The LCA leverages a 2021 SpencerLab reliability study, commissioned by HP, comparing Original HP CF226X toner cartridges with HP EvoCycle CF226XR toner cartridges. For details, see www.spencerlab.com/reports/HP-EvoCycle2021.pdf. The LCA concludes that the HP EvoCycle has a 37% lower carbon footprint than the HP CF226X in the production phase and a 1.8% lower carbon footprint when looking at the entire life cycle of the cartridge.

52 Moderately water-resistant with Original HP Bright Office Inks. Performance varies based on printer and print profile. Water resistance testing by HP Image Permanence Lab on a range of HP media, following ISO 18935 method. For more information, see HP large format ink and media print permanence.

53 Weight percentage where toner and components considered by HP to be critical to print quality (cleaning blade, imaging drum, developer blade, developing roller, and charge roller) are excluded: 36% reused, 40% recycled. Total 76% reused/recycled. Absolute weight percentage excluding toner: 21% reused; 24% recycled. Total 45% reused/recycled.

54 See endnote 51 above.

55 HP DaaS includes hardware, repair services, and analytics components, and may include financing. HP DaaS requirements may vary by region or by Authorized HP DaaS Service Partner. Please contact your local HP Representative or Authorized DaaS Service Partner for specific details in your location. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service or the HP Limited Warranty provided with your HP product.

56 HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

57 Learn more about HP standards for hardware reuse and recycling.

58 Learn more about HP standards for hardware reuse and recycling.

59 HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

60 There are two offset options available: HP's Carbon Neutral to the Door option covers carbon offsetting of material extraction, component and product manufacturing, and product logistics. HP's Lifecycle option covers everything in the Carbon Neutral to the Door option plus device usage based on a four-year life cycle for commercial HP notebooks and mobile workstations, and a five-year life cycle for commercial HP desktops, displays, and workstations, and end of service.

61 LCAs are validated by a third party to conform to ISO 14040 and ISO 14044, and are used by HP to understand the total carbon footprint for HP personal systems products. Using this data, along with the information unique to each customer (e.g., product ship-to location, product portfolio), we calculate the total carbon emissions for a customer's fleet. HP then purchases and retires carbon offsets, procured through Climate Impact Partners, which certifies HP's Carbon Neutral Computing Services in accordance with its CarbonNeutral Protocol. Please review this document for complete details.

62 HP Revitalize offers refurbished products that are HP certified, including cosmetic grading, functional testing, data wiping, re-image, and HP OEM parts. Select HP commercial G5 and higher devices are eligible for this service.

63 dMPS certification: CarbonNeutral® product-as-a-service, The CarbonNeutral Protocol: https://www.carbonneutral.com/the-carbonneutral-protocol. cMPS certification: CarbonNeutral® product.

64 Based on results of third-party (WSP) research for HP of OEM MPS providers with carbon-neutral offers as of September 2022. "Comprehensive" means the planet's only globally certified carbon-neutral MPS service that covers life cycle emissions due to raw material extraction, manufacturing, transportation, and use of HP printers, Original HP supplies, and paper, and end of service.

65 Refers to the emissions from the HP-branded fleet over the term of the MPS.

66 Based on plan usage, internet connection to an eligible HP printer, and a valid payment method, email address, and delivery service in your geographic area.

67 Program availability varies due to local postal or environmental regulations. For details, see hp.com/hprecycle.

68 Based on monthly subscription cost of HP Instant Ink 700-page plan without purchase of additional sets of pages compared to cost per page (CPP) to print ISO/IEC 24711 pages on most in-class, traditional A4 color inkjet cartridge printers and MFPs priced <A$385, <C$420, <NZ$333, and <US$350 using original, standard-capacity cartridges. Average CPP per country used to determine percentage savings versus CPP for HP Instant Ink. Sale prices not considered for this study. HP Ink Advantage printers and printers that only use XL cartridges excluded due to non-standard hardware and supplies model. Keypoint Intelligence September 2021 study commissioned by HP, based on publicly available information as of August 18, 2021. Printers selected by market share in IDC Quarterly Hardcopy Peripherals Tracker—Final Historical 2021Q2. Learn more.

69 Based on monthly subscription cost of HP Instant Ink monochrome toner service 1,500-page plan without purchase of additional sets of pages compared to CPP to print ISO/IEC 24711 pages on most in-class, traditional A4 monochrome toner cartridge printers <US$493 and <€494 and MFPs priced <US$649 and <€672 using original, standard-capacity integrated cartridges (toner and drum in one cartridge). Average CPP per country used to determine percentage savings versus CPP for HP Instant Ink. Sale prices not considered for this study. Printers that only use XL cartridges excluded due to non-standard hardware and supplies model. Keypoint Intelligence September 2021 study commissioned by HP, based on publicly available information as of August 18, 2021. Printers selected by market share in IDC Quarterly Hardcopy Peripherals Tracker—Final Historical 2021Q2. Learn more.

70 Availability varies due to local postal or environmental regulations. See hp.com/hprecycle. Number of countries is as of October 2022.

71 Based on plan usage, internet connection to an eligible HP printer, and a valid credit/debit card, email address, and delivery service in your geographic area. HP only monitors pages printed through Instant Ink-enabled printers subscribed to this service.

72 FSC®: HP's policy is to use fiber from responsibly managed forests, and HP has a preference for offering FSC-certified papers. HP trademark license code FSC-C017543; see fsc.org. Not all FSC-certified products are available in all regions; look for logo on pack.

73 This is the number of countries or territories where HP offers hardware recycling and/or Original HP ink cartridge recycling and/or Original HP and Samsung toner cartridge recycling.

74 These include child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, and perceived violation of environmental laws posing serious and immediate harm to the community. We take such findings very seriously, and require suppliers to cease all related practices and report corrective actions taken within 30 days of the original audit. Recruitment fees must be reimbursed within 90 days of discovery, and this is verified by an on-site inspection within 180 days of discovery. We follow up closely to ensure that all required corrective actions are completed, and visit sites to confirm resolution. Immediate priority findings do not necessarily involve termination of the supplier; we work with suppliers as appropriate to improve their performance and worker conditions in these areas.

75 As defined in the GRI Sustainability Reporting Standards, renewable material is "material derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation." To count as renewable, HP also requires that materials must be sustainably sourced and, where applicable, certified through a credible third-party certification scheme.

76 This data reflects the number of EPEAT®-registered product models for which substance inventory is collected, divided by the total number of EPEAT-registered product models.

77 2022 data does not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately.

78 Applicable to HP 832 ink cartridges, CO_2e reduction based on moving from plastic ink cartridge to cardboard HP Eco-Carton ink cartridge, with annual manufacturing savings of 291 tonnes CO_2e and transportation savings of 8 tonnes CO_2e.

79 For ink bag and printhead take back, visit https://www.hp.com/recycle to see how to participate and for HP Planet Partners program availability; program may not be available in your jurisdiction. Where this program is not available, and for other consumables not included in the program, consult your local waste authorities on appropriate disposal.

80 Over 75% plastic reduction is calculated by comparing the weight of the plastic in HP Neverstop Laser 103/143 A/AD and HP Laser NS 108 A/AD Toner Reload Kit and its packaging.

81 HP calculation based on aftermarket supplies waste consumption with HP LaserJet M208, M209, M211 and MFP M232, M233, M234, M236 printers using HP Black Original LaserJet toner cartridge 134A/X, 135A/X, 136A/X and 137A/X.

82 Recycled content plastic (RCP) as a percentage of total plastic used in all HP personal systems, printer hardware, and print cartridges shipped during the reporting year. Total volume excludes brand-licensed products and after-market hardware accessories. Total RCP includes postconsumer recycled plastic, closed-loop plastic, and ocean-bound plastic used in HP products. Personal systems plastic is defined by EPEAT eco label criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks.

83 Recycled magnesium by weight: enclosure includes top cover, screen bezel, palm rest cover, and bottom cover.

84 HP Dragonfly G4 back cover contains a resin partially derived from bio-waste such as used cooking oil. Incorporates waste bio-feedstock according to the mass balance approach.

85 One hundred percent of outer box packaging and corrugated cushions made from sustainably sourced, certified, and recycled fibers.

86 Based on U.S. EPEAT registration according to IEEE 1680.1-2018 EPEAT. EPEAT status varies by country. Visit www.epeat.net for more information.

87 Eco edition applies to HP 14-inch PC manufactured after Nov 2022. Based on EPEAT® Gold registrations meeting all required criteria and achieving more recycled content used in more components than any competitor PC in its class. Based on EPEAT Gold (first in its class to achieve 75%–100% of the optional points) according to IEEE 1680.1-2018 EPEAT. Status varies by country. Visit www.epeat.net for more information. Approx. 25% system-level recycled plastics, included in the following PC components: speaker box, bottom cover, bezel, and keyboard keycaps.

88 Incorporates waste bio-feedstock according to the mass balance approach.

89 100% outer box packaging and corrugated cushions made from sustainably sourced, certified, and recycled fibers. Molded pulp cushions made from 100% recycled wood fiber and organic materials. Plastic cushions are made from >90% recycled plastic.

90 90% recycled/renewable materials made up of 85% materials derived from information technology equipment (ITE), 4.5% ocean-bound plastic, and 0.5% coffee grounds. HP defines renewable according to the GRI Sustainability Reporting Standards.

91 Based on all HP All-in-One products manufactured after November 2022. Most sustainable defined as achieving the highest EPEAT Gold registration by meeting all required criteria according to IEEE 1680.1-2018 EPEAT. Status varies by country. Visit www.epeat.net for more information. Most combined sustainability features in an all-in-one product include more than 40% postconsumer recycled plastics and approx. 10% recycled metal. Types of sustainable materials: aluminum, postconsumer plastic, ocean-bound plastic, recycled polyester, coffee grounds. Revised design and packaging that reduces carbon emissions.

92 HP internal analysis based on all PCs on the market as of November 2022.

93 Enclosure: applies to HP 23.8"/27" All-in-One Desktop PC. Forty percent postconsumer recycled plastic in plastic parts used in the front and back covers. Stand arm and neck: applies to HP 23.8"/27" All-in-One Desktop PC, containing 75% recycled aluminum in stand arm and neck. Felt base cover: applies to HP 23.8"/27" All-in-One Desktop PC; felt base cover contains 100% recycled polyester.

94 Based on U.S. EPEAT registration according to IEEE 1680.1-2018 EPEAT. EPEAT status varies by country. Visit www.epeat.net for more information.

95 Packaging: 100% outer box packaging and corrugated cushions made from sustainably sourced, certified, and recycled fibers. Molded pulp cushions made from 100% recycled wood fiber and organic materials. Plastic cushions are made from >90% recycled plastic. Pallet size reduction: applies to the newest generation of HP 23.8" All-in-One Desktop PCs. As compared to the pallet density of the previous generation HP 23.8" All-in-One Desktop PCs. Packaging box size reduction: for the newest HP 23.8"/27" All-in-One Desktop PCs as compared to the box size of the previous generation HP 23.8" All-in-One Desktop PCs.

96 Percentage for Original HP toner cartridges does not include toner bottles. See hp.com/go/TonerRecycledContent for list. Percentage for Original HP ink cartridges does not include ink bottles and other products not listed. See hp.com/go/InkRecycledContent for list.

97 As of December 31, 2021. Not all products are available in all countries.

98 Calculation based on 16.9 ounce "single serve" bottled water containers.

99 HP received the first UL Recycled Content Validation for OBP under the UL 2809 Environmental Claim Validation Procedure. For more information, see ul.com/news/hp-receives-first-recycled-content-validation-ocean-bound-plastics-ul.

100 Original HP ink integrated printhead cartridges only. UL 2809 Environmental Claim Validation Procedure; see ul.com/news/hp-receives-first-recycled-content-validation-ocean-bound-plastics-ul. An HP-commissioned August 2021 Keypoint Intelligence report verifies HP is the only in-class printer OEM with ink cartridges containing recycled ocean-bound plastic validated by UL 2809. See keypointintelligence.com/HPPlanetPartners.

101 As defined in the GRI Sustainability Reporting Standards, renewable material is "material derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation."

102 HP Dragonfly G4 back cover contains a resin partially derived from bio-waste such as used cooking oil. Manufactured from waste bio-feedstock according to the mass balance approach.

103 Calculated as the percentage of primary plastic packaging (by weight) reduced per unit shipped. Excludes secondary and tertiary packaging components. Includes HP personal systems and printer hardware packaging. Does not include packaging for the following: Graphics Solutions hardware other than PageWide XL and DesignJet printers; 3D printing hardware; print supplies; refurbished products; and accessories such as third-party options, drop in box, and aftermarket options.

104 All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D printing products, scanners, personal systems accessories, and spare parts is not included.

105 Fiber by weight will be 1) certified to rigorous third-party standards, 2) recycled, or 3) balanced by forest restoration, protection, and other initiatives through HP's Forest Positive Framework.

106 HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays are derived from certified and recycled sources, with a preference for FSC® certification. Packaging is the box that comes with the product and all paper-based materials inside the box.

107 During 2022, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays equaled 5% of our fiber footprint. We calculate the annual tonnage for paper used in our products and print services that will be addressed through projects with civil society forestry organizations to counteract possible deforestation by taking the estimated total annual tonnage of paper consumed in the use of our printing products and print services minus the weight of such paper that we mitigate internally, through our responsible sourcing programs. See HP Forest positive accounting manual.

108 All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D printing products, scanners, personal systems accessories, and spare parts is not included.

109 See full Spencer Lab report: http://www.spencerlab.com/reports/HPReliability-NA-nonHP-2022.pdf

110 Forest First: With HP+, every print—regardless of paper brand—is addressed through HP's Forest Positive Framework to counteract risks of deforestation. HP-brand paper is sourced only from certified responsibly managed forests or from recycled content. For other brands of paper, HP invests in restoration, protection, or working forest-recovery projects in key regions—for instance Brazil—sufficient to balance any paper used by HP+ customers that may not have been responsibly sourced. Read more about projects and our partners at hp.com/forestfirst.

111 HP works collaboratively with our partners, including WWF and Arbor Day Foundation, to manage, restore, and protect forests in many countries around the world. With HP+, every print—regardless of paper brand—is addressed through HP's Forest Positive Framework to counteract risks of deforestation. HP-brand paper is sourced only from certified responsibly managed forests or from recycled content. For other brands of paper, HP invests in forest restoration, protection or management projects in key regions sufficient to balance any paper used by HP+ customers that may not have been responsibly sourced. To learn more visit hp.com/forestfirst.

112 HP's Forest Positive Framework goes beyond existing HP sustainable fiber sourcing programs. It includes NGO partnerships targeted to conserve forests, improve responsible forest management, and help develop science-based targets for forests. Our vision is that printing with HP will counteract deforestation regardless of what brand of paper customers use. This is applicable to the entire installed base of HP printers.

113 Depending on the project, our sites may achieve certification for LEED® for Building Design and Construction (LEED BD+C), LEED for Interior Design and Construction (LEED ID+C), or LEED for Operations and Maintenance (LEED O+M). Learn more.

114 This includes BREEAM International Refurbishment and Fit Out (RFO). Learn more.

Human Rights

1 HP uses the terms "production suppliers," "product transportation suppliers," and "nonproduction suppliers" throughout this report. "Production suppliers" provide materials and components for our product manufacturing and also assemble HP products, and are the primary focus of our HP Supplier Code of Conduct audits, assessments, key performance indicator (KPI) program, Sustainable Impact Scorecard, and capability-building initiatives. "Product transportation suppliers" provide services for the shipping and delivery of HP products. Learn more. "Nonproduction suppliers" provide goods and services that do not go into the production of HP products (such as staffing, telecommunications, and travel). Nonproduction suppliers are a significant focus of our supplier diversity efforts.

2 This replaces and expands on our prior goal to develop skills and improve the wellbeing of 500,000 factory workers by 2025, since the beginning of 2015. Prior to 2020, data included production supplier workers only. In 2020, we expanded the scope of our program to also include nonproduction supplier workers and workers at HP-controlled manufacturing facilities.

3 "Leadership" is defined as director level and up at HP.

4 As a percentage of U.S. personnel with the title of executive, formerly called vice president.

5 Baseline is June 2020, when the HP Racial Equality and Social Justice Task Force was formed.

6 Annually, HP employees fill out a survey called Voice Insight Action (VIA) to help us understand overall employee engagement, including their sense of belonging in the company.

7 Excludes new hires joining HP after January 1, 2022 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

8 HP's efforts in this space also comprised what was formerly the following Sustainable Impact goal: Assure respect for labor-related human rights for 100% of our key contracted manufacturing suppliers and higher-risk next-tier suppliers. HP's due diligence work continues, but the company will not characterize this work as a Sustainable Impact goal due to the evolving regulatory landscape.

9 Excludes new hires joining HP after February 1, 2022 (although all new hires have 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

10 HP uses the terms "production suppliers," "product transportation suppliers," and "nonproduction suppliers" throughout this report. "Production suppliers" provide materials and components for our product manufacturing and also assemble HP products, and are the primary focus of our HP Supplier Code of Conduct audits, assessments, KPI program, Sustainable Impact Scorecard, and capability-building initiatives. "Product transportation suppliers" provide services for the shipping and delivery of HP products. Learn more. "Nonproduction suppliers" provide goods and services that do not go into the production of HP products (such as staffing, telecommunications, and travel). Nonproduction suppliers are a significant focus of our supplier diversity efforts.

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12 The term "forced labor" refers to situations in which people are coerced to work against their will, either overtly through violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, and threats of denunciation. HP forbids any forced, bonded, or indentured labor, involuntary prison labor, slavery, or trafficking of persons within its supply chain and operations.

13 These include child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, and perceived violation of environmental laws posing serious and immediate harm to the community. We take such findings very seriously and require suppliers to cease all related practices and report corrective actions taken within 30 days of the original audit. Recruitment fees must be reimbursed within 90 days of discovery, and this is verified by an on-site inspection within 180 days of discovery. We follow up closely to ensure that all required corrective actions are completed, and visit sites to confirm resolution. Immediate priority findings do not necessarily involve termination of the supplier; we work with suppliers as appropriate to improve their performance and worker conditions in these areas.

14 Immediate priority findings (12 in 2022) include child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, and perceived violation of environmental laws posing serious and immediate harm to the community. Prior to 2020, we reported other priority nonconformances and major nonconformances together as major nonconformances. Starting in 2020, to more fully align with RBA Protocol 6.0 definitions, HP began distinguishing other priority nonconformances from major nonconformances and referring to those as "other nonconformances." In 2022, the 1,046 other nonconformances identified included other priority nonconformances (3.2% of the total) and all major nonconformances (96.8% of the total), as defined by the RBA Protocols 6.1, 7.0, and 7.0.1.

15 "Conflict minerals" refers to the mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG) as defined in the U.S. Securities and Exchange Commission (SEC) rule requiring a conflict minerals disclosure. Revenue from mining these minerals in the DRC and adjoining countries has been widely linked to funding for groups engaged in extreme violence and human rights atrocities. Because the Poly acquisition occurred late in the 2022 reporting period, we have not yet completed the integration of Poly's operations and supply chain. All the data in this document excludes Poly.

16 As of October 31, 2022. Excludes employees from the recent Poly acquisition.

17 Estimate is based on 1.17 million hours of formal organized learning, 0.49 million hours of self-directed learning, and more than 0.21 million hours of manufacturing and technology training.

18 Data refers to the percentage of HP 2022 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

19 Ibid.

20 Approximately 1% of employees are on long-term absence at any given time.

21 Data refers to the percentage of HP 2022 VIA employee survey respondents who strongly agreed or agreed with each statement.

22 In the United States, the minimum amount of vacation time for salaried exempt employees is three weeks per year. Vacation time varies in other locations.

23 In the United States, salaried exempt employees are eligible for paid sick time to cover occasional illness or until short-term disability is approved. Policies vary in other locations.

24 During calendar year 2022, HP documented 71 recordable incidents, 33 lost workday cases, and 1,562 lost workdays.

25 Data refers to the percentage of HP 2022 VIA employee survey respondents who strongly agreed or agreed with this statement.

26 "Leadership" is defined as director level and up at HP.

27 As a percentage of U.S. personnel with the job level of executive, formerly vice president. Baseline is June 2020, when the HP Racial Equality and Social Justice Task Force was formed.

28 As of October 31, 2022.

29 Baseline is June 2020, when the HP Racial Equality and Social Justice Task Force was formed.

30 Annually, HP employees fill out a VIA survey to help us understand overall employee engagement, including their sense of belonging in the company.

31 As of October 31, 2022.

32 Data is for the 12 months ending September 30 of the year noted. Figures are for purchases in the United States and Puerto Rico from U.S.-based businesses. Suppliers may be included in multiple categories.

33 HP's allocatable indirect spend is calculated based on suppliers' spending with diverse suppliers and their dollar volume of HP's business compared to their total revenue.

34 According to the World Health Organization (WHO), more than one billion people are estimated to experience disability, a widely cited statistic based on its findings in the first ever *World Report on Disability* in 2011. The WHO has reconfirmed this number repeatedly, including in its Disability fact sheet published in 2021.

35 According to the U.S. Centers for Disease Control and Prevention, 61 million adults in the United States live with a disability, based on data from its Disability and Health Data System and "Morbidity and Mortality Weekly Report."

36 Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy.

Digital Equity and philanthropy

1 HP defines "accelerating digital equity" as providing access to at least one of the following: hardware, connectivity, content, or digital literacy.

2 Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

3 We enable better learning outcomes by supporting education through provision of learning and digital literacy programs and solutions. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

4 Includes valuation of employee volunteer hours, employee donations, HP Foundation match, and HP Foundation grants.

5 Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers.

6 We enable better learning outcomes by supporting education through provision of learning and digital literacy programs and solutions. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers.

7 Ibid.

8 https://www.worldbank.org/en/topic/girlseducation

9 Direct beneficiaries are people who visited a WOW vehicle during the year. This is different from the data reported prior to 2020, which included direct beneficiaries as well as indirect beneficiaries (the total number of people who had access to a WOW vehicle during the year). Only direct beneficiaries are included in progress against our goal to enable better learning outcomes for 100 million people by 2025, since the beginning of 2015.

10 U.S. House of Representatives Committee on Ways and Means Majority. July 2020. Left Out: Barriers to Health Equity for Rural and Underserved Communities. https://democrats-waysandmeans.house.gov/sites/democrats.waysandmeans.house.gov/files/documents/WMD%20Health%20Equity%20Report_07.2020_FINAL.pdf

11 World Health Organization. WHO launches first ever global report on infection prevention and control. Accessed June 2nd, 2023.

12 HP offers a variety of PC and print solutions and services with features such as EN/IEC 60601-1-2 compliance and sanitization, disinfection, and sterilization capabilities. See wipe manufacturer's instructions for disinfecting and the HP cleaning guide for HP-tested wipe solutions for personal systems, How to Clean your HP Device With Approved Disinfecting Wipes: https://h20195.www2.hp.com/v2/getpdf.aspx/4AA7-7610ENW.pdf

13 Based on internal HP testing, March 2021. Actual results depend on many factors including patient–doctor interactions and specific patient conditions.

14 HP Security Manager must be purchased separately. For details, see hp.com/go/securitymanager.

15 The HP Foundation is a nonprofit 501(c)(3) organization.

16 Includes valuation of employee volunteer hours, employee donations, HP Foundation match, and HP Foundation grants.

17 Hourly rate is based on type of volunteering: US$195/hour for board, service corp, pro bono, and skills based; US$29.95/hour for hands-on and undetermined. Valuation of non-U.S. volunteering hours is adjusted using World Bank data for purchasing power differences across countries.

Integrity

1 Excludes new hires joining HP after January 1, 2022 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

2 A cybersecurity event requires external disclosure if compelled by applicable laws or regulations.

3 "World's most secure PCs and workstations" is based on HP's unique and comprehensive security capabilities at no additional cost among vendors on HP Elite PCs and HP Workstations with Windows and 8th Gen and higher Intel® processors or AMD Ryzen™ 4000 processors and higher; HP ProDesk 600 G6 with Intel 10th Gen and higher processors; and HP ProBook 600 with AMD Ryzen 4000 or Intel 11th Gen processors and higher.

4 HP Sure Click Enterprise is sold separately. Supported attachments include Microsoft Office (Word, Excel, PowerPoint) and PDF files, when Microsoft Office or Adobe Acrobat are installed. For full system requirements, please visit HP Sure Access Enterprise and HP Sure Click Enterprise system requirements

5 HP Sure Access Enterprise is sold separately. Visit our website for full system requirements.

6 For the methods outlined in the National Institute of Standards and Technology Special Publication 800-88 "Clear" sanitation method. HP Secure Erase does not support platforms with Intel Optane™.

7 HP Sure Recover Gen3 is available on select HP PCs and requires an open network connection. You must back up important files, data, photos, videos, etc. before using HP Sure Recover to avoid loss of data.

8 "World's most secure printing" or "most resilient printers" claims include HP's most advanced embedded security features, which are available on HP Managed and Enterprise devices with HP FutureSmart firmware 4.5 or above. Claim based on HP review of published features as of February 2023 of competing in-class printers. Only HP offers a combination of security features to automatically detect, stop, and recover from attacks with a self-healing reboot, in alignment with NIST SP 800-193 guidelines for device cyber resiliency. For a list of compatible products, visit: hp.com/go/PrintersThatProtect. For more information, visit: hp.com/go/PrinterSecurityClaims.

9 An HP printing system consists of an HP printer, paper, and Original HP supply. Blue Angel DE-UZ 219 emissions criteria or earlier versions of criteria applicable when printing system launched.

10 2022 WKI emissions testing study, commissioned by HP, in compliance with Blue Angel protocol DE-UZ 219: 35 non-HP (27 imitation and eight remanufactured) toner cartridge brands compatible with HP Color LaserJet Enterprise M553X and HP LaserJet M404dn purchased in the United States, Germany, the UK, France, the Netherlands, Poland, Australia, South Korea, Singapore, Thailand, and Vietnam. See HP.com/go/IAQnonhpWKI2022.

11 HP Latex Inks were tested for hazardous air pollutants, as defined in the Clean Air Act, per U.S. Environmental Protection Agency Method 311 (testing conducted in 2013), and none were detected.

12 Water-based HP Latex Inks are not classified as flammable or combustible liquids under the U.S. Department of Transportation or international transportation regulations. Testing per the Pensky-Martens closed cup method demonstrated a flash point greater than 110°C (230°F).

13 Printing with HP Latex Inks avoids the problematic reactive monomers associated with UV printing. Acrylate monomers present in uncured UV inks and UV-gel inks can damage skin. See http://www.roadmaptozero.com.

14 Printing inks can be considered a toy component. It is the obligation of the toy manufacturer to classify the item (including all components) for sale as a toy. HP 832, 873, 872, 882, and 886 Latex Inks have been tested and demonstrated compliance to the following toy safety methods and protocols: EN 71-3, EN 71-9, ASTM F963-17, US 16 CFR 1303, US 16 CFR 1307, SOR 2011-17, and SOR 2018-83. Testing methods focus on problematic colorants, heavy metals, phthalates, bisphenol A (BPA), and/or amines (including specific endpoints such as heavy metals and primary aromatic amines (PAA)). HP does not recommend using the inks for toys intended to target children under the age of three years.

Go Beyond